

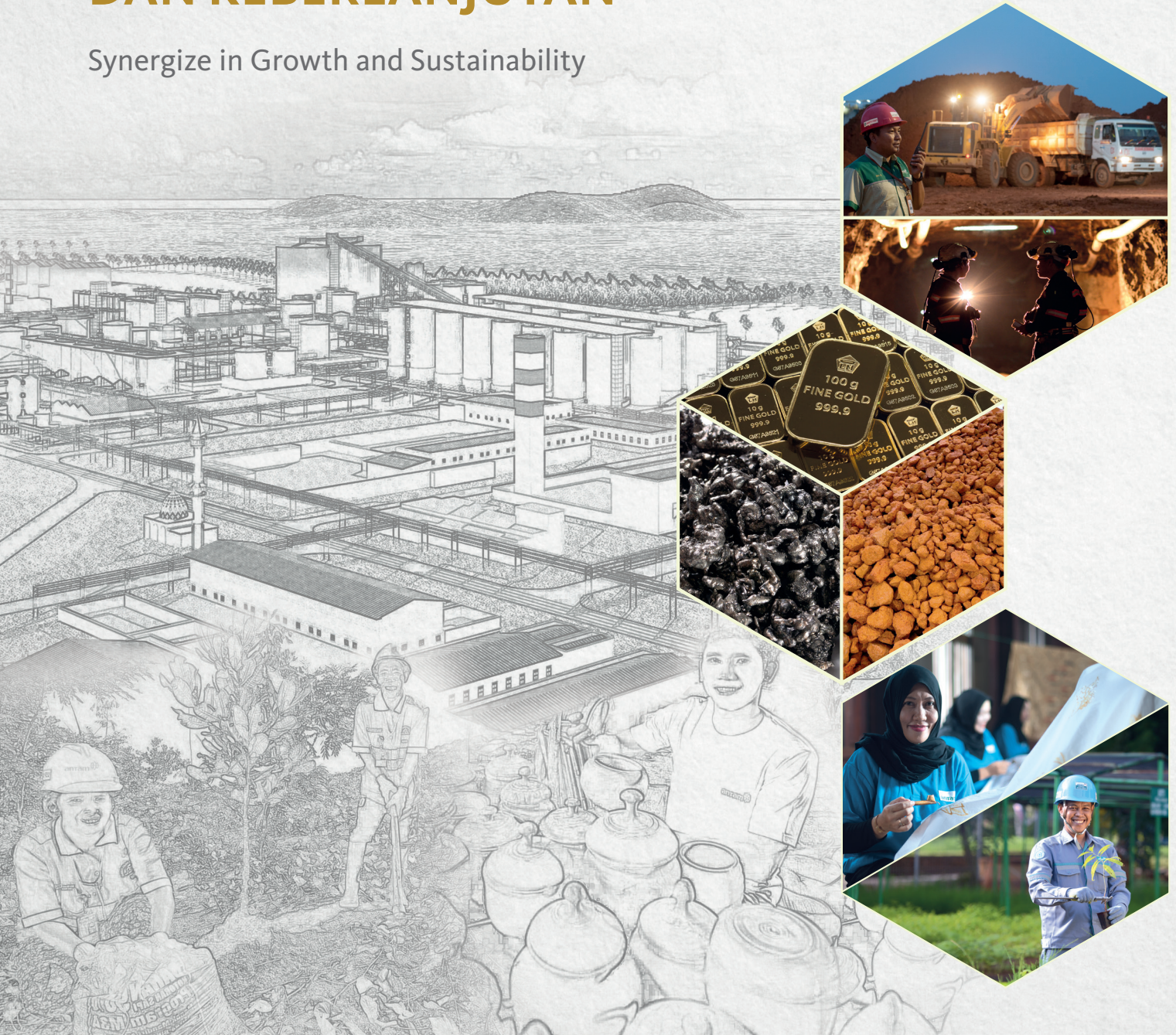
2017

Laporan Keberlanjutan
Sustainability Report

BUMN
Hadir untuk negeri

SINERGI DALAM PERTUMBUHAN DAN KEBERLANJUTAN

Synergize in Growth and Sustainability



PT ANEKA TAMBANG Tbk


antam 



SINERGI DALAM PERTUMBUHAN DAN KEBERLANJUTAN

Synergize in Growth and Sustainability





Komitmen kami untuk bersinergi dengan seluruh pemangku kepentingan dalam aspek kinerja ekonomi, sosial dan lingkungan merupakan upaya mewujudkan pertumbuhan Perusahaan yang berkelanjutan.

We are committed to build synergy with all stakeholders in economic, social and environmental aspects, which is a continued endeavor of the Company to actualize sustainable growth.

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**Jenderal TNI (Purn) Fachrul
Razi, S.Ip., S.H., M.H.**

Komisaris Utama
President Commissioner

SAMBUTAN DEWAN KOMISARIS ^[102-14]

Message from The Board of Commissioners ^[102-14]

Berkaca pada strategi keberlanjutan ANTAM, Kami sebagai Dewan Komisaris senantiasa menekankan pentingnya menjaga kelestarian fungsi lingkungan, sosial dan ekonomi pada operasi pertambangan dan pascatambang yang dilakukan oleh Perusahaan.

Reflecting on ANTAM's sustainability strategy, we as the Board of Commissioners always emphasize the importance of maintaining the environmental, social and economic functions of the mining and post-mining operations which are conducted by the Company.

PEMANGKU KEPENTINGAN YANG TERHORMAT,

Puji dan syukur kita panjatkan kepada Tuhan Yang Maha Esa karena atas rahmat-Nya pada tahun ini ANTAM kembali dapat menerbitkan Laporan Keberlanjutan Tahun Buku 2017 dengan pencapaian yang signifikan. Setelah beberapa tahun ini ANTAM harus berjuang untuk bertahan di tengah kondisi ekonomi yang tidak stabil, pada tahun 2017 ANTAM mulai dapat bangkit untuk kembali menunjukkan kinerja terbaiknya dengan tetap memegang teguh prinsip-prinsip *best mining practices*.

Tidak dapat dipungkiri adanya kritikan terhadap praktik-praktik pertambangan di Indonesia menimbulkan stigma negatif terhadap Perusahaan yang bergerak di bidang industri tersebut. ANTAM, sebagai Perusahaan berbasis sumber daya alam yang diamanahkan negara untuk mengelola kekayaan mineral, senantiasa melaksanakan praktik operasi yang mengutamakan kinerja lingkungan, sosial, dan ekonomi. Oleh karena itu, ANTAM melihat berbagai kritikan tersebut sebagai masukan yang konstruktif dan produktif, untuk kemudian melahirkan praktik keberlanjutan Perusahaan yang terbaik.

RESPECTED STAKEHOLDERS,

Praise Almighty God, by His grace this year ANTAM is able to publish a Sustainability Report of Book Year 2017 with significant achievement. These last few years, ANTAM survived in the midst of unstable economic conditions, but in 2017 ANTAM began to rise and made a come back to their best performance while firmly instilling the implementation best mining practice principles.

It is undeniable that criticism of mining practices in Indonesia creates a negative stigma against companies engaged in the industry. ANTAM, as a natural resource-based Company mandated by the state to manage mineral wealth, continues to implement operational practices that emphasize environmental, social and economic performance. Therefore, ANTAM sees these criticisms as constructive and productive input, in giving birth to the best corporate sustainability practices.



SAMBUTAN DEWAN KOMISARIS

Message from The Board of Commissioners

KOMITMEN KEBERLANJUTAN ANTAM

Berkaca pada strategi keberlanjutan ANTAM, Kami sebagai Dewan Komisaris senantiasa menekankan pentingnya menjaga kelestarian fungsi lingkungan, sosial dan ekonomi pada operasi pertambangan dan pascatambang yang dilakukan Perusahaan. Dewan Komisaris berharap Direksi dan seluruh komponen Insan ANTAM dapat benar-benar memperhatikan hal-hal tersebut.

Naiknya laba bersih Perusahaan yang berhasil diperoleh pada tahun 2017 senilai Rp136,50 miliar, tidak dipungkiri merupakan hasil kerja keras semua Insan ANTAM baik yang ada di unit/unit bisnis, maupun kantor pusat. Oleh karenanya, izinkan saya pada kesempatan kali ini untuk mengucapkan terima kasih dan apresiasi sebesar-besarnya atas pencapaian yang telah diperoleh.

Apresiasi lain patut diberikan atas diraihnya penghargaan PROPER EMAS melalui Unit Bisnis Pertambangan (UBP) Emas pada tahun 2017. *Beyond compliance* terhadap kriteria penilaian PROPER Emas yang ditetapkan Kementerian Lingkungan Hidup dan Kehutanan, merupakan bukti bahwa ANTAM melakukan pengelolaan lingkungan, sosial, dan ekonomi yang memiliki dampak positif bagi masyarakat di sekitar wilayah operasi. Di samping itu, kami pun mengapresiasi prestasi 2 PROPER HIJAU yang diperoleh oleh UBPP Logam Mulia dan UBPP Bauksit, dan 2 PROPER BIRU yang diterima oleh UBPP Nikel Sulawesi Tenggara dan UBPP Nikel Maluku Utara. Semoga insan ANTAM dapat terus mempertahankan dan meningkatkan prestasi ini ke depannya.

TATA KELOLA DAN PEMBENTUKAN HOLDING

ANTAM kembali meraih predikat sebagai Perusahaan Sangat Terpercaya (*The Most Trusted Company*), berdasarkan penilaian Corporate Governance Perception Index (CGPI) dalam ajang Indonesia The Most Trusted Companies Award 2017. Kepercayaan yang diterima Perusahaan sejak tahun 2008 ini merupakan hasil dari konsistensi penerapan prinsip-prinsip Good Corporate Governance (GCG) yang terus dijaga hingga saat ini. Komitmen dalam implementasi prinsip GCG tidak hanya dilakukan oleh Direksi dan Manajemen ANTAM, hal ini pun menjadi dasar penting dalam setiap pengambilan keputusan strategis yang dilakukan oleh Dewan Komisaris demi kepentingan pemegang saham dan para pemangku kepentingan.

ANTAM SUSTAINABILITY COMMITMENT

Reflecting on ANTAM's sustainability strategy, we as the Board of Commissioners always emphasize the importance of maintaining the environmental, social and economic functions of the mining and post-mining operations of the Company. The Board of Commissioners hopes that the Board of Directors and all components of ANTAM employee could give extra attention to these matters.

The increase of net profit of the Company obtained in 2017 worth Rp136.50 billion, surely it is the result of the hard work of all ANTAM employee, both in the unit / business unit, or the head office. Therefore, allow me on this occasion to express my gratitude and greatest appreciation for the achievements we have gained.

Another appreciation should be given to the achievement of the PROPER EMAS award through the Gold Mining Business Unit in 2017. *Beyond compliance* towards the PROPER EMAS assessment criteria was set by the Ministry of Environment and Forestry, and it is evident that ANTAM environmental, social and economic management which creates positive impact on communities surrounding the operation area. In addition, we appreciate marvelous achievements of 2 GREEN PROPER which were obtained by Precious Metals Processing and Refinery Business Unit and Bauxite Mining Business Unit, and 2 BLUE PROPER, which were obtained by Southeast Sulawesi Nickel Mining Business Unit and North Maluku Nickel Mining Business Unit.. We hope that all ANTAM's Employees Continue to maintain and strive to improve this achievement for the coming future.

GOVERNANCE AND HOLDING ESTABLISHMENT

ANTAM have yet again won the title as the Most Trusted Company, based on the Corporate Governance Perception Index (CGPI) assessment in The Most Trusted Companies Award Indonesia 2017. The trust received by the Company since 2008 is the result of consistent application of the Good Corporate Governance (GCG) principles which has been maintained until now. The commitment in implementing GCG principles is not only done by the Board of Directors and Management of ANTAM, it also becomes an important basis in every strategic decision making done by the Board of Commissioners for the benefit of shareholders and stakeholders.



Selain itu, di tahun 2017 terdapat beberapa peristiwa yang berpengaruh secara signifikan terhadap kinerja Perusahaan. Ekspor bijih nikel dan bijih bauksit tercuci dengan kadar tertentu yang diberikan kepada ANTAM, serta terbentuknya *Holding Industri Pertambangan* di akhir tahun 2017 dapat mendorong kinerja positif Perusahaan. Ke depannya Dewan Komisaris akan terus menjalankan fungsi pengawasan atas komitmen ANTAM untuk memberikan kinerja terbaik dengan memperhatikan prinsip-prinsip GCG.

PENUTUP

Dewan Komisaris mengucapkan terima kasih kepada seluruh pemangku kepentingan, baik secara langsung maupun tidak langsung, yang telah mendukung terwujudnya pencapaian kinerja Perusahaan yang baik di tahun 2017. Untuk ANTAM yang lebih baik, kami terus mengharapkan dukungan dan masukan positif bagi pengembangan usaha ANTAM untuk dapat tumbuh mewujudkan visi dan misi ANTAM 2030.

In addition, in 2017 there are several events that significantly affect the performance of the Company. The export of certain nickel ore and clean bauxite ore given to ANTAM, as well as the suspension of Holding Mining Industry at the end of 2017 which could boost the Company's positive performance. In the future, the Board of Commissioners will continue to exercise its oversight function on ANTAM's commitment to provide the best performance in regards to GCG principles.

CLOSING

The Board of Commissioners would like to thank all stakeholders, directly or indirectly, for supporting the achievement of the Company's good performance in 2017. Moving Forward, for a stronger and better ANTAM, we continue to expect support and constructive criticism for the development of ANTAM's business to grow ANTAM 2030 vision and mission.



Arie Prabowo Ariotedjo, M.Sc.

Direktur Utama
President Director

SAMBUTAN DIREKSI [102-14]

Message from The Board of Directors [102-14]

Sesuai dengan strategi keberlanjutan Perusahaan, ANTAM akan terus berupaya memberikan dampak positif kepada lingkungan serta menciptakan kesejahteraan dan kemandirian masyarakat guna mewujudkan keberlanjutan.

In accordance with the Company's sustainability strategy, ANTAM will continue to make positive impacts on the environment and to create community welfare and independence to achieve sustainability.

PEMANGKU KEPENTINGAN YANG TERHORMAT,

Tahun 2017 menjadi salah satu tahun yang membanggakan bagi ANTAM dalam pengembangan praktik keberlanjutan Perusahaan. Kebanggaan yang diraih melalui berbagai hasil nyata yang kami peroleh dalam menjalankan semangat praktik keberlanjutan ANTAM, merupakan hasil kerja keras para Insan ANTAM dalam melakukan pengelolaan sumber daya alam Indonesia untuk dimanfaatkan sebaik-baiknya bagi kesejahteraan masyarakat dan negara.

Pada tahun 2017, untuk pertama kalinya ANTAM memperoleh PROPER EMAS, penghargaan tertinggi di bidang lingkungan, yang dicapai melalui Unit Bisnis Pertambangan (UBP) Emas. Selain Proper Emas yang diraih UBP Emas, Unit Bisnis Pengolahan dan Pemurnian (UBPP) Logam Mulia dan Unit Bisnis Pertambangan (UBP) Bauksit meraih PROPER HIJAU. Kemudian Unit Bisnis Pertambangan (UBP) Nikel Sulawesi Tenggara, dan Unit Bisnis Pertambangan (UBP) Nikel Maluku Utara memperoleh PROPER BIRU. Bagi kami, pencapaian PROPER Emas merupakan pencapaian komitmen Perusahaan dalam melaksanakan *good mining practices* di setiap aspek kegiatan operasi.

RESPECTED STAKEHOLDERS,

The year 2017 became one of the proud years for ANTAM in developing the Company's sustainability practices. The pride gained through the concrete results we have gained in pursuing the spirit of ANTAM's sustainability practices is the result of the hard work of ANTAM's personnel in order to manage the natural resources of Indonesia to be utilized as well as possible for the welfare of the people and the nation.

In 2017, for the first time ANTAM gained the PROPER EMAS, the highest environmental award, achieved through the Gold Mining Business Unit. In addition to Proper Emas achieved by Gold Mining Business Unit, Precious Metals Processing and Refinery Business Unit and Bauxite Mining Business Unit achieved PROPER HIJAU. Also, the Southeast Sulawesi Nickel Mining Business Unit, and the North Maluku Nickel Mining Business Unit, obtained PROPER BIRU. For us, the achievement of PROPER EMAS is the achievement of the Company's commitment in implementing good mining practices in every aspect of its operations.



SAMBUTAN DIREKSI

Message from The Board of Directors

Diraihnya PROPER Emas menunjukkan bahwa ANTAM mampu melakukan kegiatan operasi yang telah *beyond compliance* atas pengelolaan lingkungan hidup sesuai dengan prinsip dasar program penilaian Perusahaan yang dilaksanakan Kementerian Lingkungan Hidup dan Kehutanan (KLHK). Sesuai dengan strategi keberlanjutan Perusahaan, ANTAM akan terus berupaya memberikan dampak positif kepada lingkungan serta menciptakan kesejahteraan dan kemandirian masyarakat guna mewujudkan keberlanjutan.

Salah satu contoh dari perwujudan komitmen kami antara lain adalah revitalisasi terintegrasi lingkungan dan sosial Kampung Ciguha yang sebelumnya rusak akibat adanya kegiatan Penambangan Emas Tanpa Izin (PETI). Saat ini kawasan sekitar wilayah operasi di UBP Emas, termasuk Kampung Ciguha, telah ditata kembali untuk dikembangkan menjadi destinasi wisata berbasis edukasi, geologi, dan agribisnis atau *agro-geo-edu-tourism*. Konsep wisata ini merupakan salah satu yang pertama di Indonesia yang bertujuan untuk menjadikan wilayah Pongkor, Jawa Barat, sebagai destinasi *agro-geo-edu-tourism* andalan Indonesia.

Tahap revitalisasi Kampung Ciguha pada tahun 2017 berhasil mencapai beberapa *milestone* penting, antara lain: (i) ditutupnya lubang-lubang PETI yang berbahaya; (ii) peralihan mata pencaharian sebagian besar masyarakat ke sektor agribisnis; (iii) terbukanya kesempatan pekerjaan di di pabrik Green Fine Aggregate ANTAM bagi masyarakat sekitar wilayah operasi UBP Emas. Dari aspek lingkungan, penutupan lebih dari 10.000 lubang PETI telah berhasil secara langsung mengurangi emisi CO₂, konsentrasi bahan beracun dan berbahaya di sekitar area sungai. Dari sisi risiko keselamatan dan kesehatan masyarakat, revitalisasi ini membantu menurunkan secara signifikan risiko kesehatan dan keselamatan masyarakat.

ANTAM menyadari pentingnya keseimbangan untuk menjaga kelestarian bumi (*Planet*) dan keberlanjutan dan kemandirian masyarakat (*People*), melalui penciptaan nilai ekonomi (*Profit*) untuk keberlanjutan Perusahaan. Kami terus berupaya menyeimbangkan ketiga hal tersebut karena merupakan satu kesatuan dan bersimbiosis satu sama lain. Untuk keberlanjutan dan kemandirian masyarakat, berbagai upaya telah kami lakukan melalui berbagai program *Corporate Social Responsibility* (CSR) di seluruh wilayah operasi. Beberapa program CSR yang dilakukan pada tahun 2017 di antaranya adalah pengembangan potensi lokal daerah, pembangunan infrastruktur, dan peningkatan kualitas sumber daya manusia.

The achievement of the PROPER EMAS shows that ANTAM is capable of operating beyond compliance with environmental management in accordance with the basic principles of the corporate valuation program implemented by the Ministry of Environment and Forestry (KLHK). In accordance with the Company's sustainability strategy, ANTAM will continue to make a positive impact on the environment and create community welfare and independence to achieve sustainability.

One example of the realization of our commitment includes the integrated social and environmental revitalization of Kampung Ciguha that was previously damaged by the unlicensed gold mining activities (PETI). Currently the area surrounding the operation area in Gold Mining Business Unit, including Kampung Ciguha, has been reorganized to be developed into educational, geological, and agribusiness tourism destinations or *agro-geo-edu-tourism*. This tourism concept is one of the first in Indonesia that aims to make Pongkor area, West Java, as a leading *agro-geo-edu-tourism* destination of Indonesia.

The revitalization phase of Kampung Ciguha in 2017 reached several important milestones, including: (i) the closure of dangerous PETI holes; (ii) the transition of the livelihoods of most communities to the agribusiness sector; (iii) opening job opportunities at ANTAM's Green Fine Aggregate plant for communities surrounding Gold Mining Business Unit operations area. From the environmental aspect, the closure of more than 10,000 PETI holes has successfully directly reduced CO₂ emissions, and the concentration of hazardous and toxic substances in areas surround the nearby river. In terms of public health and safety risks, this revitalization helps significantly reduce public health and safety risks.

ANTAM realizes the importance of balance to preserve the earth (Planet) and people's sustainability and independence (People), through the creation of economic value (Profit) for the sustainability of the Company. We keep trying to balance these three things because they are one unity and symbiotic with each other. For the sustainability and independence of the community, various efforts have been made through various Corporate Social Responsibility (CSR) programs throughout the operation area. Some CSR programs conducted in 2017 include: local potential development of the region, development of infrastructure, and improvement of human resource quality.



PEMENUHAN TATA KELOLA PERUSAHAAN YANG BAIK

Sebagai Perusahaan berbasis sumber daya alam, kami senantiasa berupaya untuk terus melakukan praktik *good mining practices* sesuai dengan pedoman tata kelola Perusahaan yang baik. Dari sisi pengelolaan K3, pada tahun 2017 ANTAM berhasil mencapai *Zero Fatality* di seluruh wilayah operasional Perusahaan dengan nilai Total Recordable Incident Frequency Rate (TRIFR) 0,40. Pencapaian ini merupakan hasil dari konsistensi seluruh Insan ANTAM dalam mengimplementasikan komitmen ANTAM SUPER SAFE dan Sistem Manajemen Keselamatan Pertambangan (SMKP) demi menciptakan lingkungan dan budaya kerja yang aman, selamat, sehat dan nyaman bagi setiap orang yang bekerja di dalam dan berkunjung ke area operasional.

Dalam kaitannya dengan praktik GCG, ANTAM senantiasa berkomitmen untuk terus memenuhi Pedoman GCG ANTAM yang mencakup: ASX Corporate Governance Principles and Recommendation, Peraturan Menteri BUMN tentang Penerapan Good Corporate Governance pada BUMN, Asean Governance Scorecard, dan Pedoman Tata Kelola Perusahaan Terbuka (OJK). Selain itu, untuk memenuhi tata kelola Perusahaan yang baik, kami juga melakukan penandatanganan Komitmen Pencegahan Terintegrasi yang bertujuan untuk memperkuat upaya Perusahaan dalam mencegah korupsi dan gratifikasi serta mendukung terwujudnya Sistem Integritas Nasional.

Sebagai penerapan tata kelola Perusahaan yang baik, seluruh Insan ANTAM harus senantiasa berperilaku dengan berpedoman pada ANTAM Guiding Principles disesuaikan dengan nilai-nilai PIONEER yang bertujuan untuk mengatur interaksi antar individu maupun kelompok kerja di Perusahaan. Kami menyadari kontribusi Insan ANTAM sangatlah penting dalam seluruh aspek operasional Perusahaan. Oleh karena itu, ANTAM menerapkan proses rekrutmen yang transparan secara daring sesuai dengan perkembangan teknologi saat ini.

GOOD CORPORATE GOVERNANCE COMPLIANCE

As a natural resource-based Company, we always strive to continue to practice good mining practices in accordance with good corporate governance guidelines. In terms of OHS management, in 2017 ANTAM successfully achieved Zero Fatality in all operational areas with a Total Recordable Incident Frequency Rate (TRIFR) value of 0.40. This achievement is the result of consistency of all ANTAM employee in implementing ANTAM SUPER SAFE and Mining Safety Management System (SMKP) commitment to create safe, safe, healthy and comfortable working environment and culture for everyone who work in and visit the operational area.

In relation to GCG practice, ANTAM has always committed to continue to comply with ANTAM's GCG Guidelines which include: ASX Corporate Governance Principles and Recommendation, SME Decree on the Implementation of Good Corporate Governance on SOEs, Asean Governance Scorecards and Open Corporate Governance Guidelines (OJK). In addition, to fulfill good corporate governance, we also have signed an Integrated Prevention Commitment which aims to strengthen the Company's efforts to prevent corruption and gratification and to support the realization of the National Integrity System.

As the implementation of good corporate governance, all ANTAM employee must always behave in accordance with ANTAM Guiding Principles in accordance with PIONEER values that aim to regulate interaction between individuals and working groups in the Company. We recognize that ANTAM employee contribution is very important in all aspects of the Company's operations. Therefore, ANTAM implements a transparent online recruitment process in accordance with the latest technological developments online.



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SAMBUTAN DIREKSI

Message from The Board of Directors

KONTRIBUSI BAGI BANGSA

Salah satu pencapaian lainnya yang membanggakan di tahun 2017 adalah pencatatan laba usaha Perusahaan sebesar Rp136,50 miliar, naik dari tahun 2016 sebesar Rp64,81 miliar. Untuk terus meningkatkan kinerja positif Perusahaan, ANTAM memantapkan langkahnya untuk menyelesaikan proyek pengembangan yang berfokus ke hilirisasi, di antaranya Proyek Pembangunan Pabrik Feronikel Halmahera (P3FH) dan Proyek Smelter Grade Alumina Refinery (SGAR) Mempawah.

Pada akhir November 2017, Pemerintah membentuk *Holding Industri Pertambangan* di mana ANTAM bergabung bersama PT Indonesia Asahan Aluminium (Persero) (INALUM) sebagai induk *holding*, PT Bukit Asam Tbk, dan PT Timah Tbk, serta kepemilikan 9,36% saham Pemerintah di PT Freeport Indonesia (PTFI) terkonsolidasi bersama di dalamnya. Pembentukan *Holding* ini diharapkan akan meningkatkan profil cadangan dan sumber daya mineral dan batu bara yang dimiliki, baik melalui kegiatan eksplorasi maupun akuisisi, mendukung optimalisasi upaya program hilirisasi sumber daya alam di dalam negeri, serta untuk menciptakan Perusahaan pertambangan nasional yang dapat bersaing secara global dan tumbuh menjadi Perusahaan pertambangan besar dunia.

CONTRIBUTION FOR THE NATION

One other proud achievement in 2017 is the Company's operating profit of Rp136.50 billion, up from 2016 of Rp64.81 billion. To continue to improve the Company's positive performance, ANTAM is stabilizing its steps to complete development projects that are focused on downstream, such as the Feronikel Halmahera Plant Development Project (P3FH) and Smelter Grade Alumina Refinery Project (SGAR) Mempawah.

At the end of November 2017, the Government established a Mining Industry Holding Company whereby ANTAM merged with PT Indonesia Asahan Aluminum (INALUM) as holding Company, PT Bukit Asam Tbk and PT Timah Tbk, and 9.36% ownership of Government shares in PT Freeport Indonesia (PTFI) consolidated together. The formation of Holding is expected to increase the profile of reserves and mineral and coal resources owned by both exploration and acquisition activities, to support the optimization of the efforts of the downstream natural resource program in the country, and to create a national mining Company that can compete globally and grow to become the world's largest mining Company.

PENUTUP

Berkat seluruh kinerja komprehensif di seluruh aspek finansial, operasional, lingkungan, sosial, K3, serta tata kelola Perusahaan dan kepatuhan, ANTAM berhasil mempertahankan predikat sebagai Perusahaan Sangat Terpercaya (*The Most Trusted Company*), berdasarkan penilaian Corporate Governance Perception Index (CGPI) dalam ajang Indonesia The Most Trusted Companies Award 2017 selama 9 tahun berturut-turut sejak 2008, dan merupakan satu-satunya Perusahaan yang telah mengikuti program riset dan pemeringkatan CGPI selama 16 tahun berturut-turut. Kami berterima kasih kepada seluruh pemangku kepentingan yang telah memberikan dukungan dan kepercayaan kepada ANTAM.

Tentu kepercayaan yang diperoleh ANTAM selama ini akan terus kami jaga dan kami kembangkan. Saat ini ANTAM telah memiliki Kebijakan Larangan Pemberian dan Penerimaan Hadiah atau Gratifikasi, Kebijakan Penyampaian & Pengelolaan Laporan Harta Kekayaan Penyelenggara Negara (LHKPN), Komitmen Standar Etika Perusahaan, sosialisasi internal yang dilakukan secara rutin, penggunaan sistem *e-procurement* serta penggunaan aplikasi berbasis teknologi informasi yang telah mengakomodir mekanisme *check and balance* untuk memperkuat implementasi prinsip Tata Kelola Perusahaan yang baik.

Ke depan, kami yakin dapat melangkah dengan lebih kuat untuk menjadi lebih baik lagi dikarenakan saat ini ANTAM telah menjadi bagian dari *Holding Industri Pertambangan Indonesia*. Kami percaya *Holding Industri Pertambangan* akan semakin membuat pertambangan Indonesia menjadi pemain aktif yang disegani dan dihormati di tingkat dunia. Ketika pertambangan Indonesia berjaya di pentas global, maka ANTAM akan semakin terpenuhi oleh semangat kami untuk selalu menghadirkan yang terbaik dari Indonesia untuk dunia.

CLOSING

Thanks to all the comprehensive performances across all aspects of financial, operational, environmental, social, OHS and corporate governance and compliance, ANTAM succeeded in maintaining the title of The Most Trusted Company, based on Corporate Governance Perception Index (CGPI), The Most Trusted Companies Award Indonesia 2017 for 9 consecutive years since 2008, and is the only Company that has been in CGPI research and rating program for 16 years in a row. We are grateful to all stakeholders who have provided support and trust to ANTAM.

Surely ANTAM's confidence will continue to be maintained and developed. Currently ANTAM has a Policy on Prohibition of Granting and Receiving Gifts or Gratification, Policy of Delivery & Management of State Administration's Property Report (LHKPN), Corporate Ethics Standard Commitment, internal routine socialization, e-procurement systems and the use of information in technology-based applications that have accommodated the check and balance mechanisms to strengthen the implementation of Good Corporate Governance principles.

Going forward, we believe we can be stronger and better because currently, ANTAM has become part of the holding of Indonesian mining SOEs. We believe the holding of mining Industry SOEs will increasingly make Indonesian mining a respected active player on a world level. As Indonesian mining triumphed on the global stage, ANTAM will fulfill our spirit to always bring the best of Indonesia to the world.



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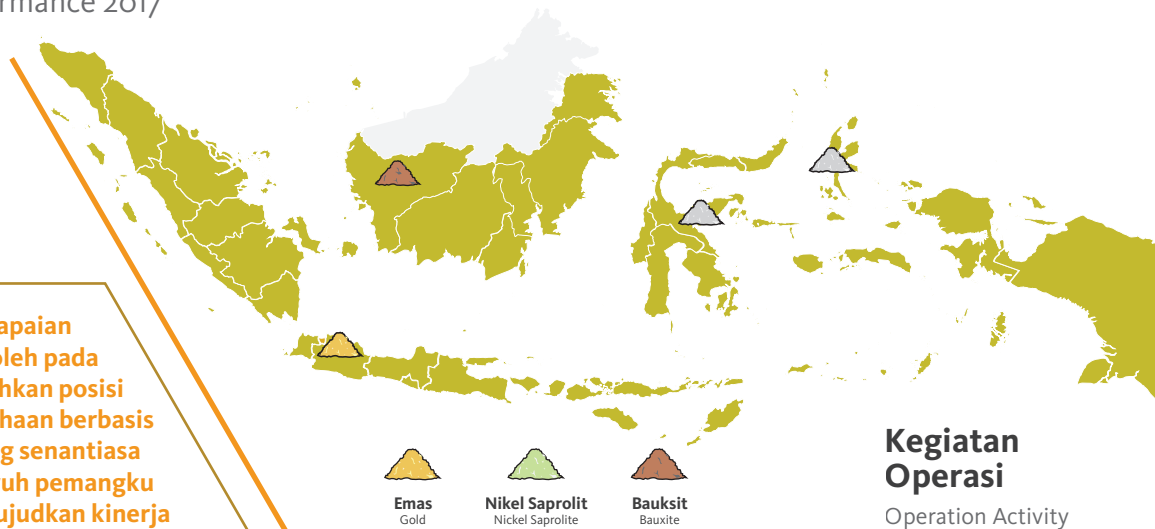
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KINERJA KEBERLANJUTAN 2017

Sustainability Performance 2017

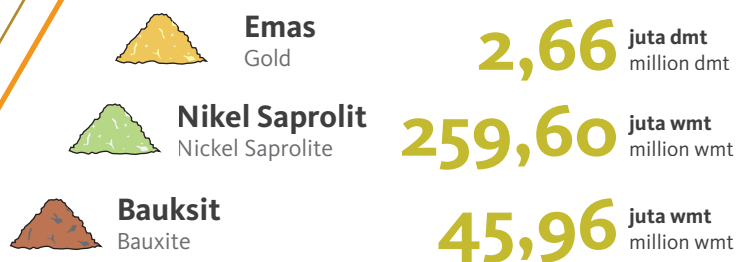


Berbagai pencapaian positif yang diperoleh pada tahun 2017 mengukuhkan posisi ANTAM sebagai Perusahaan berbasis sumber daya alam yang senantiasa bersinergi dengan seluruh pemangku kepentingan dalam mewujudkan kinerja terbaik Perusahaan di bidang ekonomi, sosial dan lingkungan.

Various positive achievement in 2017 affirmed ANTAM position as a natural resources based Company that continually synergize with all stakeholders to accomplish the best its performance in economy, social and environmental aspect.

Cadangan Mineral ANTAM*

ANTAM Mineral Reserves*



* Mengacu pada standar pelaporan yang diterbitkan oleh Joint Ore Reserve Committee (JORC)
* Based on the reporting issued by the Joint Ore Reserve Committee (JORC)

Mengelola Lingkungan untuk Menciptakan Nilai Tambah

Managing Environment to Create Added Value




Manfaat Ekonomi Berkelanjutan
 Sustainable Economic Benefits


Kinerja Kami Melestarikan Lingkungan
 Our Endeavor in Preserving the Environment

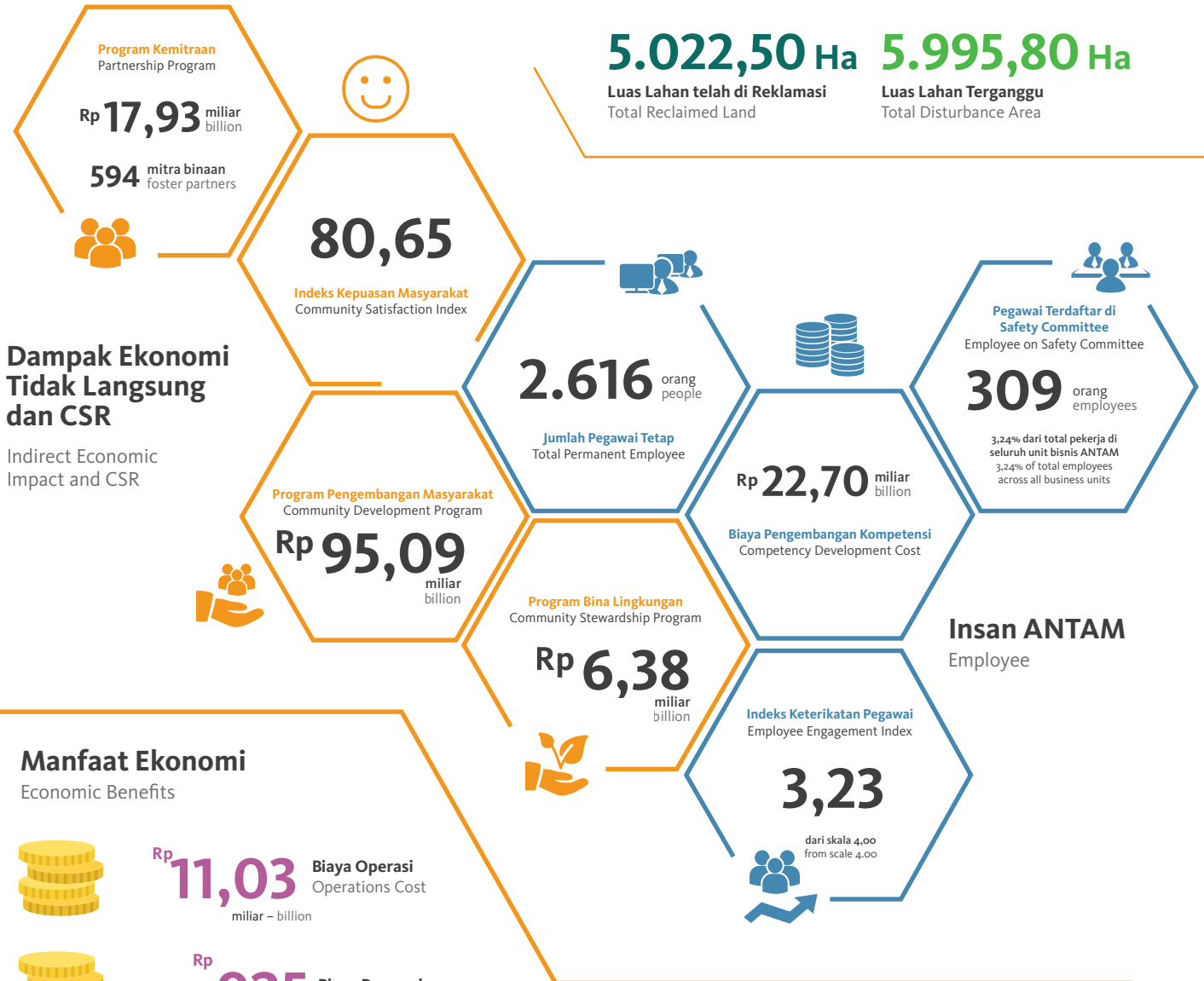

Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat
 Encouraging Active Role in Achieving Community Sustainability


Merekrut dan Mengembangkan Talenta Insan ANTAM
 Recruiting and Developing Talents of ANTAM's Employees


Pengelolaan Keselamatan Pertambangan Berkelanjutan
 Sustainable Mining Safety Management

 **Reklamasi**
 Reclamation

5.022,50 Ha **5.995,80 Ha**
Luas Lahan telah di Reklamasi **Luas Lahan Terganggu**
 Total Reclaimed Land Total Disturbance Area



Dampak Ekonomi Tidak Langsung dan CSR
 Indirect Economic Impact and CSR

Manfaat Ekonomi
 Economic Benefits

 **Rp 11,03** **Biaya Operasi**
 miliar – billion
 Operations Cost

 **Rp 925** **Biaya Pegawai**
 miliar – billion
 Employee Cost

 **Rp 735,55** **Pembayaran kepada Pemerintah**
 miliar – billion
 Payment to Government

 **Rp 12,65** **Penjualan**
 miliar – billion
 Sales

Keselamatan dan Kesehatan Kerja
 Occupational Health and Safety

84 hari – days
Hari Kerja Hilang
 Lost Workday

19,94 juta jam
 million hours
Jumlah Jam Kerja
 Work hours

3,44
Severity Rate
 Severity Rate

0,40
Frequency Rate
 Frequency Rate



Penghargaan PROPER
 PROPER Awards

1 PROPER Emas, 2 PROPER Hijau, 2 PROPER Biru
 1 Gold PROPER, 2 Green PROPER, 2 Blue PROPER



PERNYATAAN TANGGUNG JAWAB ATAS LAPORAN KEBERLANJUTAN 2017

Responsibility Statement for the Sustainability Report 2017

Laporan Keberlanjutan dan informasi lain yang terkait merupakan tanggung jawab penuh manajemen Perusahaan Perseroan PT Aneka Tambang Tbk dan dijamin kebenarannya oleh seluruh anggota Direksi dan Dewan Komisaris dengan membubuhkan tanda tangannya masing-masing di bawah ini.

The Sustainability Report and other related information are the responsibility of the Management of PT Aneka Tambang Tbk and have been approved by members of the Board of Directors and the Board of Commissioners whose signatures appear below.

DEWAN KOMISARIS Board of Commissioners


Jendral TNI (Purn) Fachrul Razi, S.Ip, S.H., M.H.
Komisaris Utama
President Commissioner


Ir. Bambang Gatot Ariyono M.M., DESS
Komisaris
Commissioner


Zaelani, S.E.
Komisaris
Commissioner


Prof. Robert A. Simanjuntak, Ph.D.
Komisaris
Commissioner


Prof. Dr. der Soz. Gumilar Rusliwa Somantri
Komisaris Independen
Independent Commissioner


Ir. Anang Sri Kuswardono
Komisaris Independen
Independent Commissioner

DIREKSI The Board of Directors


Arie Prabowo Ariotedjo, M.Sc.
Direktur Utama
President Director


Dimas Wikan Pramudhito, B.Sc., MBA
Direktur Keuangan
Finance Director


Ir. Sutrisno S. Tatetdagat, M.M.
Direktur Pengembangan
Development Director


Tatang Hendra, S.T., M.Si.
Direktur Marketing
Marketing Director


Ir. Hari Widjajanto, M.M.
Direktur Operasi
Operations Director


Johan N.B. Nababan, S.E.
Direktur Human Capital & Corporate Social Responsibility
Human Capital & CSR Director

PENGHARGAAN DAN PENGAKUAN EKSTERNAL

External Accolades and Recognitions



Indonesia Most Innovative Business Award 2017

The Winner of Indonesia Most Innovative Business Award 2017 Kategori Steel and Other Minerals.
24 Februari 2017 February 24, 2017

Warta Ekonomi



Indonesia CSR Award 2017

Peringkat 3 - Indonesia CSR Award 2017
Ranked Third - Indonesia CSR Award 2017
24 Februari 2017 February 24, 2017

Warta Ekonomi, Economic Review, Indonesia Asia Institute, Ideku Grup



Top CSR Award 2017

1. Top CSR 2017 on Nawacita 7, SMEs Business Incubation.
2. Top Leader on CSR Commitment
5 April 2017 April 5, 2017

Indonesia Business Unit
Komite Nasional Kebijakan Governance (KNKG) |
National Committee of Governance Policy (KNKG)
Indonesia CSR Society



Indonesia Green Awards 2017

1. Indonesia Green Awards 2017 Kategori Pengembangan Keanekaragaman Hayati. Program: Perlindungan Keanekaragaman Hayati
Indonesia Green Awards 2017 for Biodiversity Development Category. Program: Biodiversity Program
2. Indonesia Green Awards 2017 Kategori Penyelamatan Sumber Daya Air. Program: Recycled Water
Indonesia Green Awards 2017 for Water Resources Conservation Category. Program: Recycled Water
3. Indonesia Green Awards 2017 Kategori Pelopor Pencegahan Polusi. Program: Pemanfaatan Limbah B3 Menjadi Bahan Konstruksi Bangunan di UBP Emas (tailing) dan UBP Nikel Sulawesi Tenggara (slag)
Indonesia Green Awards 2017 of Pollution Prevention Category. Program: Innovation of Tailing into Building Construction Material at Gold Mining Business Unit (tailing) and Southeast Sulawesi Nickel Mining Business Unit (slag)
3 Mei 2017 May 3, 2017

The La Tofi School of CSR

Penghargaan Pengelolaan Keselamatan dan Lingkungan Pertambangan Mineral dan Batubara Periode Penilaian Tahun 2016 Mineral and Coal Safety and Environment Management Award 2016

1. Penghargaan Utama Pengelolaan Keselamatan Pertambangan Mineral dan Batubara Kelompok IUP, IUP Khusus, dan IUP Operasi Produksi Khusus Pengolahan dan Pemurnian periode tahun 2016 - UBP Nikel Sulawesi Tenggara, UBP Nikel Maluku Utara, UBP Bauksit
Silver Award on Mineral and Coal Safety and Environment Management of Mining Business Permits (IUP), Special Mining Business Permit (IUPK), Operation Production Permits (IUO OP) for Processing and Refinery 2016 - Southeast Sulawesi Nickel Mining Business Unit, North Maluku Nickel Mining Business Unit, Bauxite Mining Business Unit
2. Penghargaan Pratama Pengelolaan Keselamatan Pertambangan Mineral dan Batubara Kelompok IUP, IUP Khusus, dan IUP Operasi Produksi Khusus Pengolahan dan Pemurnian periode tahun 2016 - UBPP Logam Mulia dan PT Cibaliung Sumberdaya
Bronze Award on Mineral and Coal Safety and Environment Management of Mining Business Permits (IUP), Special Mining Business Permit (IUPK), Operation Production Permits (IUO OP) for Processing and Refinery 2016 - Precious Metal Processing and Refinery Business Unit and PT Cibaliung Sumberdaya





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- Penghargaan Aditama Pengelolaan Lingkungan Pertambangan Mineral dan Batubara Kelompok Pertambangan Pemegang Izin Usaha Pertambangan (IUP) Mineral dan Batubara periode tahun 2016 - UBP Emas dan PT Cibaliung Sumberdaya
Gold Award on Mineral and Coal Safety and Environment Management of Mining Business Permits (IUP) 2016 – Gold Mining Business Unit and PT Cibaliung Sumberdaya
- Penghargaan Pratama Pengelolaan Lingkungan Pertambangan Mineral dan Batubara Kelompok Pertambangan Pemegang Izin Usaha Pertambangan (IUP) Mineral dan Batubara periode tahun 2016 - UBP Nikel Sulawesi Tenggara, UBP Nikel Maluku Utara dan UBP Bauksit
Bronze Award on Mineral and Coal Safety and Environment Management of Mining Business Permits (IUP) 2016 – Southeast Sulawesi Nickel Mining Business Unit, North Maluku Nickel Mining Business Unit and Bauxite Mining Business Unit

8 Juni 2017 June 8, 2017

Kementerian ESDM Ministry of Energy and Mineral Resources (MEMR)



Indonesia Original Brands Appreciation Award 2017

The 1st Champion of Indonesia Original Brands 2017 - Kategori Logam Mulia Precious Metal Category
2 Agustus 2017 August 2, 2017

Majalah SWA SWA Magazine



Indonesia Sustainable Development Goals (ISDA) Awards 2017

- Penghargaan Gold Kategori SDGs-14. Ekosistem Lautan/Pilar 3 Pembangunan Lingkungan
Gold Category SDGs -14. Marine Ecosystem/Pillars 3 Environmental Development
- Penghargaan Platinum Kategori SDGs-2. Tanpa Kelaparan/Pilar 1 Pembangunan Nasional
Platinum Category SDGs-2. Suffering of hunger/Pillar 1 National Development
- Penghargaan Platinum Kategori SDGs - 11. Kota dan Permukiman yang Berkelanjutan/Pilar 3 Pembangunan Lingkungan
Platinum Category SDGs-11. Sustainable Cities and Settlements/Pillar 3 Environmental Development

14 September 2017 September 14, 2017

Menteri Perencanaan Pembangunan Nasional/Badan Perencanaan Pembangunan Nasional Republik Indonesia

Minister of National Development Planning/Indonesian Ministry of National Development Planning

Corporate Forum for Community Development (CFCD)



Annual Report Award (ARA) 2016

- Juara Umum Annual Report Award 2016
The Best Overall Annual Report Award 2016
- Juara Pertama Kategori BUMN Non Keuangan Listed
Ranked First in the Non-Finance State Owned Enterprises Listed category

19 September 2017 September 19, 2017

**Otoritas Jasa Keuangan, Kementerian Badan Usaha Milik Negara, Bank Indonesia, Direktorat Jenderal Pajak - Kementerian Keuangan, Bursa Efek Indonesia, Komite Nasional Kebijakan Governance, Ikatan Akuntan Indonesia, Warta Ekonomi
Ministry of State-Owned Enterprises (SOEs), Bank of Indonesia, Directorate General of Taxes - Ministry of Finance, Indonesia Stock Exchange, National Committee of Governance Policy, Institute of Indonesia Chartered Accountants, Warta Ekonomi**



Indonesia Corporate PR Award 2017

The Most Popular Company
 29 September 2017 September 29, 2017

Warta Ekonomi



Asia Pacific Quality Conference ke-23 23th Asia Pacific Quality Conference

- 3 Bintang SS PAMI - UBPP Logam Mulia
 3 Awards SS PAMI - Precious Metal Processing and Refinery Business Unit
 - 2 Bintang QCC Rakit - UBP Nikel Sulawesi Tenggara
 2 Awards QCC Rakit - Southeast Sulawesi Nickel Mining Business Unit
- 21-25 Oktober 2017 Oktober 21-25, 2017



The TOP IT & TELCO Awards 2017

The Best TOP IT Implementation 2017 on Mining Sector
 31 Oktober 2017 Oktober 31, 2017

ITech Magazine, ASPEKTI (Asosiasi Perusahaan Konsultan Telematika Indonesia), IKTI (Ikatan Konsultan Teknologi Informasi Indonesia), MASTEL (Masyarakat Telematika Indonesia), ALVARA (Agensi Penelitian Pemasaran), ATSI (Asosiasi Telekomunikasi Seluler Indonesia), FORTI (Forum IT BUMN), Kementerian Komunikasi dan Informatika
ITech Magazine, ASPEKTI (Association of Indonesian Telematics Consulting Companies), IKTI (Association of Indonesia's Information Technology Consultants), MASTEL (Indonesian Telecommunication Society), ALVARA (Marketing Research Agency), ATSI (Association of Indonesian Cellular Telecommunications), FORTI (Forum IT of SOEs), Ministry of Communication and Information



Indonesia Good Corporate Governance Award III 2017 (IGCGA III 2017)

- Kategori 20 Besar Perusahaan GCG Terbaik di Indonesia 2017
 20 Top Company of Best Overall CGC in Indonesia
 - Peringkat Pertama Kategori Perusahaan BUMN (Persero) Tbk
 Ranked First in the Metals and Other Minerals Category in Mining Sector
- 2 November 2017 November 2, 2017

Economic review, Insitute Pengembangan Manajemen Indonesia (IPMI), Indonesia - Asia Institute, Ideku Grup, Sinergi Daya Prima (SDP)
Economic review, IPMI International Business School, Indonesia - Asia Institute, Ideku Grup, Sinergi Daya Prima (SDP)



BUMN Performance Excellence Award 2017 (BPEA)

BUMN Performance Excellence Award 2017 Kategori Emerging Industry Leader
 BUMN Performance Excellence Award 2017 in Emerging Industry Leader Category
 6 November 2017 November 6, 2017

Forum Ekselen BUMN (FEB), SOE's Excellence Forum



The 1st ASEAN Mineral Awards di Myanmar

Runner-up Kategori Best Practice in Minerals Processing
 30 November 2017 November 30, 2017

Ministry of Natural Resources and Environmental Conservation Department of Mines, The Republic of the Union of Myamar, Kementerian ESDM | Ministry of Energy and Mineral Resources



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External Accolades and Recognitions



The Indonesia National Standard (SNI) Awards 2017

SNI Awards 2017 Kategori Perusahaan Besar Barang Elektronik, Logam dan Produk Logam - UBP Emas dan UBPP Logam Mulia

SNI Awards 2016 in Electronics, Metals and Metal Products Major Corporation Sector - Gold Mining Business Unit and Southeast Sulawesi Nickel Mining Business Unit

30 November 2017 November 30, 2017

Badan Sertifikasi Nasional Indonesia Indonesia National Certification Agency



Indonesia CSR Award 2017

1. Penghargaan Gold Bidang Pelibatan dan Pengembangan Masyarakat Program Penciptaan Lapangan Kerja dan Peningkatan Keterampilan Sektor Pertambangan & Energi Untuk Pemberdayaan Kerajinan Sulam Khas Kalimantan Barat

Gold Awards in Community Development of Opportunities Employment and Skill Development Program at Mining and Energy Sector for the Empowerment of Embroidery West Kalimantan

2. Penghargaan Platinum Bidang Lingkungan Program Pengelolaan Lingkungan (Termasuk Mitigasi dan Adaptasi Perubahan Iklim) Sektor Pertambangan & Energi Untuk Pengelolaan Green Fine Agregat UBP Emas

Platinum Award Environmental Management Program (Include Mitigation and Climate Change Adaption) in Mining & Energy Sector for Green Fine Aggregate of Gold Mining Business Unit

30 November 2017 November 30, 2017

**Badan Sertifikasi Nasional Indonesia Indonesia National Certification Agency
Corporate Forum For Community Development (CFCD)**



Indonesia Corporate Secretary Award 2017

Top 5 GCG Issues in Mining Sector

5 Desember 2017 December 5, 2017

Warta Ekonomi



Indonesia Most Admired CEO Award 2017

Top 5 Most Admired CEO in Mining Sector

8 Desember 2017 December 8, 2017

Warta Ekonomi

	<p> Indonesia Institute for Corporate Directorship (IICD) Corporate Governance Conference & Award ke-9 Tahun 2017 9th Indonesia Institute for Corporate Directorship (IICD) Corporate Governance Conference & Award 2017 </p> <ol style="list-style-type: none"> The Best Non Financial Sector Biggest Market Capitalization TOP 50 of The Biggest Market Capitalization Public Listed Companies <p> 8 Desember 2017 December 8, 2017 </p> <p> Indonesia Institute for Corporate Directorship (IICD), Otoritas Jasa Keuangan (OJK) Indonesia Institute for Corporate Directorship (IICD), Indonesia Financial Services Authority </p>
	<p> Anugerah PROPER 2017 2017 PROPER Award </p> <p> UBP Emas : Proper Emas Gold Mining Business Unit : Gold PROPER UBPP Logam Mulia : Proper Hijau Precious Metal Processing and Refinery Business Unit: Green PROPER UBP Bauksit Tayan : Proper Hijau Bauxite Mining Business Unit : Green PROPER UBP Nikel Sulawesi Tenggara : Proper Biru Southeast Sulawesi Nickel Mining Business Unit : Green PROPER UBP Nikel Maluku Utara : Proper Biru North Maluku Nickel Mining Business Unit: Blue PROPER PT Cibaliung Sumberdaya : Proper Biru PT Cibaliung Sumberdaya : Blue PROPER </p> <p> 18 Desember 2017 December 18, 2017 </p> <p> Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia Ministry of Environment and Forestry of the Republic of Indonesia </p>
	<p> Corporate Governance Perception Index (CGPI) Award 2016 Most Trusted Company Based on Corporate Governance Perception Index (CGPI) </p> <p> 19 Desember 2017 December 19, 2017 </p> <p> The Indonesian Institute for Corporate Governance (IICG), Majalah SWA SWA Magazine </p>



Pengantar
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Tata Kelola Berkelanjutan
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PERISTIWA PENTING 2017

2017 Significant Events



Januari - January



11.01.2017

Penandatanganan Perjanjian Kerja Sama ANTAM dan PT Pos Indonesia (Persero).

ANTAM Signed a Cooperative Agreement with PT Pos Indonesia (Persero).



12.01.2017

Penandatanganan Nota Kesepahaman Dengan Badan Geologi Kementerian Energi dan Sumber Daya Mineral Tentang Eksplorasi Terkait Penyelidikan dan Pengembangan di Bidang Geologi.

ANTAM Signed Memorandum of Understanding (MoU) with The Geological Agency of the Ministry of Energy and Mineral Resources Synergize in Geological Research and Development.



22.01.2017

ANTAM Memperoleh Izin Ekspor Bijih Nikel dan Bijih Bauxite Tercuci.

ANTAM Commenced Export of Nickel Ore and Bauxite Ore License.



Februari - February



02.02.2017

ANTAM Masih Menjadi Bagian dari Indeks LQ45 PT Bursa Efek Indonesia.

ANTAM Remains Part of LQ45 Index at The Indonesia Stock Exchange.



06.02.2017

Grand Launching Penjualan Emas ANTAM Melalui 109 Kantor Pos.

Grand Launching of ANTAM Gold Sales Through 109 Post Offices.



24.02.2017

ANTAM Raih Penghargaan The Winner of Indonesia Most Innovative Business Award 2017 Kategori Steel and Other Minerals.

ANTAM Receives The Winner of Indonesia Most Innovative Business Award 2017 for Steel and Other Minerals.



24.02.2017

ANTAM Raih Peringkat 3 Dalam Ajang Indonesia CSR Award 2017.

ANTAM Receives Ranked Third in Indonesia CSR Award 2017.



Maret - March



13.03.2017

Penyelesaian Penggantian *Roof Electric Smelting Furnace (ESF)-3* dan Optimalisasi Peralatan Produksi Pabrik FeNi III.

Completion of Roof Replacement of the Electric Smelting Furnace-3 (ESF-3) and the Optimization of FeNi III Feronickel Plant Production Facilities.



April - April



05.04.2017

ANTAM Raih Penghargaan Dalam Ajang Top CSR Award 2017.

ANTAM Receives Top CSR Award 2017.


Manfaat Ekonomi Berkelanjutan
 Sustainable Economic Benefits


Kinerja Kami Melestarikan Lingkungan
 Our Endeavor in Preserving the Environment


Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat
 Encouraging Active Role in Achieving Community Sustainability


Merekrut dan Mengembangkan Talenta Insan ANTAM
 Recruiting and Developing Talents of ANTAM's Employees


Pengelolaan Keselamatan Pertambangan Berkelanjutan
 Sustainable Mining Safety Management



25.04.2017

ANTAM Laksanakan Pemasangan Tiang Pancang Perdana (*First Piling*) Pembangunan Pabrik Feronikel Halmahera Timur.

ANTAM Conducts First Piling Ceremony Of East Halmahera Ferronickel Plant Development Project (P3FH).



30.05.2017

ANTAM Telah Memulai Penjualan Bijih Nikel Kadar Rendah Ke Luar Negeri.

ANTAM Commences Export of Low Grade Nickel Ore.

 Juni - June



02.05.2017

ANTAM Menyelenggarakan Rapat Umum Pemegang Saham Tahunan Tahun Buku 2016.

ANTAM Held Annual General Meeting of Shareholders Financial Year 2016.



08.06.2017

ANTAM Raih Penghargaan Pengelolaan Keselamatan dan Lingkungan Pertambangan Mineral dan Batubara Periode Penilaian Tahun 2016.

ANTAM Receives in Mineral and Coal Mining Safety and Environmental Management Awards 2016.

 Agustus - August



03.05.2017

ANTAM Raih Penghargaan Indonesia Green Awards 2017.

ANTAM Receives Indonesia Green Awards 2017.



02.08.2017

ANTAM dan Komisi Pemberantasan Korupsi Tandatangani Komitmen Pencegahan Terintegrasi.

ANTAM and The Indonesian Corruption Eradication Commission Sign Integrated Prevention Commitment.


Juni - June

“ **ANTAM Telah Memulai Penjualan Bijih Bauksit Tercuci.** ”

ANTAM Commences Sales of Bauxite Nickel Ore.





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02.08.2017

ANTAM Raih The 1st Champion of Indonesia Original Brands 2017 untuk Brand Logam Mulia ANTAM.

ANTAM Receives The 1st Champion of Indonesia Original Brands 2017 for the Company's "LM" Brand in the Precious Metal Product Category.



08.08.2017

ANTAM Menjadi Bagian dari Indeks IDX30 Bursa Efek Indonesia.

ANTAM is Part of The IDX30 Index at The Indonesia Stock Exchange.



08.08.2017-07.09.2017

ANTAM Paparkan Kinerja Terkini Pada Ekspose Publik Marathon 2017 di 5 Kota Indonesia.

ANTAM Presents Latest Corporate Performance During 2017 Public Expose Marathon.

September - September



08.09.2017

ANTAM Dukung Pembangunan Kawasan Ekoriparian Ciliwung, Srengseng Sawah.

ANTAM Supports The Development of Ciliwung Srengseng Sawah Ecoriparian.



11.09.2017

ANTAM Memperluas Distribusi Penjualan Emas Menjadi 250 Kantor Pos.

ANTAM Expands Distribution of Gold Sales to 250 Post Offices.



14.09.2017

ANTAM Raih Dua Penghargaan Dalam Ajang Indonesia Sustainable Development Goals (ISDA) Awards 2017.

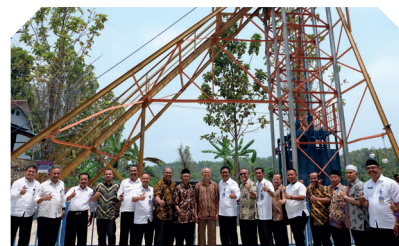
ANTAM Receives Indonesia Sustainable Development Goals (ISDA) Awards 2017.



19.09.2017

ANTAM Raih Juara Umum Annual Report Award 2016 dan Juara Pertama Kategori BUMN Non-Kuangan Listed.

ANTAM Wins The Best Overall and Ranked First in the Non-Finance State Owned Enterprises Listed category in Annual Report Award 2016.



20.09.2017

ANTAM Mengembangkan Fasilitas Eks-Tambang Emas Cikotok Untuk Wisata.

ANTAM Develops Facilities Former Cikotok Mine as Tourist Attraction.



29.09.2017

ANTAM Raih The Most Popular Company Dalam Ajang Indonesia Corporate PR Award 2017.

ANTAM Receives The Most Popular Company in Indonesia Corporate PR Award 2017.



Manfaat Ekonomi Berkelanjutan
Sustainable Economic Benefits



Kinerja Kami Melestarikan Lingkungan
Our Endeavor in Preserving the Environment



Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat
Encouraging Active Role in Achieving Community Sustainability



Merekrut dan Mengembangkan Talenta Insan ANTAM
Recruiting and Developing Talents of ANTAM's Employees



Pengelolaan Keselamatan Pertambangan Berkelanjutan
Sustainable Mining Safety Management



Oktober - October



05.10.2017

ANTAM Kembali Berpartisipasi Dalam Pembangunan Rumah Sakit Umum Daerah Kolaka.

ANTAM Participates in The Construction of Kolaka Regional Public Hospital.



21-25.10.2017

ANTAM Raih Penghargaan Dalam Ajang Asia Pacific Quality Conference ke-23.

ANTAM Receives Awards in 23th Asia Pacific Quality Conference.



23.10.2017

ANTAM Menandatangani Kesepakatan Bersama Dengan JAM DATUN.

ANTAM and The Deputy Attorney General for Civil and Administrative Affairs Office Sign MoU on Legal Advocacy.



31.10.2017

ANTAM Raih Top IT & TELCO Award 2017.

ANTAM Receives TOP IT & telco Award 2017.



27.11.2017

Sinergi ANTAM Dengan Sucofindo Tentang Pengkajian, Penelitian, dan Pengujian Bidang Eksplorasi.

The Synergize Formation Between SUCOFINDO & ANTAM Ready to Support Mining Services .



November - November



02.11.2017

ANTAM Raih Penghargaan Pada Ajang Indonesia Good Corporate Governance Award III 2017.

ANTAM Receives Indonesia Good Corporate Governance Award III 2017.



29.11.2017

- ANTAM Menyenggarakan Rapat Umum Pemegang Saham Luar Biasa Tahun 2017.
- ANTAM Resmi Menjadi Bagian Dari Holding Industri Pertambangan Bersama INALUM, TIMAH dan BUKIT ASAM.

- ANTAM Held Extraordinary General Meeting of Shareholders Year 2017.
- ANTAM's is officially become the holding member of Mining with INALUM, TIMAH and BUKIT ASAM.



06.11.2017

ANTAM Raih Predikat Emerging Industry Leader pada BUMN Performance Excellence Award 2017.

ANTAM Receives Emerging Industry Leader Award at The BUMN Performance Excellence Award 2017.



30.11.2017

ANTAM Raih Posisi Runner-Up Kategori Best Practice in Minerals Processing Dalam Ajang The 1st ASEAN Mineral Awards di Myanmar.

ANTAM Receives The Runner-Up on Best Practice in Minerals Processing Category at The 1st ASEAN Mineral Awards in Myanmar.



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30.11.2017

ANTAM Raih SNI Awards 2017 Kategori Perusahaan Besar Barang Elektronik, Logam dan Produk Logam.

ANTAM Receives SNI Awards 2017 of Large Companies Electronics, Metals and Metal Products Category.



30.11.2017

ANTAM Raih Penghargaan Dalam Ajang Indonesia CSR Award 2017.

ANTAM Receives Indonesia CSR Award 2017.



Desember - December



05.12.2017

ANTAM Raih Penghargaan Dalam Ajang Indonesia Corporate Secretary Award 2017.

ANTAM Receives Indonesia Corporate Secretary Award 2017.



08.12.2017

ANTAM Raih Penghargaan Top 5 Most Admired CEO in Mining Sector.

ANTAM Receives Top 5 Most Admired CEO in Mining Sector.



08.12.2017

ANTAM Raih Penghargaan The Best Non Financial Sector Biggest Market Capitalization dan TOP 50 of The Biggest Market Capitalization Public Listed Companies dalam Ajang IICD Corporate Governance Conference & Award ke-9 Tahun 2017.

ANTAM Receives the Best Non Financial Sector Biggest Market Capitalization and TOP 50 of The Biggest Market Capitalization Public Listed Companies in 9th IICD Corporate Governance Conference & Award Year 2017.



18.12.2017

ANTAM Raih Satu Predikat PROPER Emas, Dua PROPER Hijau dan Tiga PROPER Biru Pada Tahun 2017.

ANTAM Receives One Gold PROPER, Two Green PROPER and Blue PROPER Rating in 2017.



19.12.2017

ANTAM Raih Penghargaan CGPI 2016 Sebagai Perusahaan Sangat Terpercaya (The Most Trusted Company).

ANTAM Receives CGPI Award as The Most Trusted Companies in 2016.



20.12.2017

ANTAM Melakukan Penjualan Perdana Produk Emas Motif Hello Kitty ke Jepang.

ANTAM Launches Sales of Gold Minted Bar with Hello Kitty Design.



21.12.2017

ANTAM Menjadi Bagian dari Indeks IDX Small-Mid Cap (SMC) Composite, Indeks IDX SMC Liquid dan Indeks PEFINDO Investment Grade (i-Grade) Bursa Efek Indonesia.

ANTAM is Part of The IDX Small-Mid Cap (SMC) Composite Index, IDX SMC Liquid Index and PEFINDO Investment Grade (i-Grade) Index at the Indonesia Stock Exchange.



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TENTANG LAPORAN INI

About this Report



Aktivitas pemantauan lingkungan di Green House Unit Bisnis Pertambangan Emas
Environmental monitoring activity in Green House of Gold Mining Business Unit

Laporan Keberlanjutan ini merupakan bagian dari laporan tahunan yang diterbitkan bersamaan sebagai salah satu bentuk komitmen ANTAM terhadap operasional yang bertanggung jawab, transparan dan akuntabel. Sebuah gambaran komprehensif dari upaya ANTAM dalam menyeimbangkan kemajuan bisnis dengan manfaat ekonomi, sosial, dan lingkungan yang lebih luas bagi seluruh pemangku kepentingan.

Untuk kemudahan penyajian, digunakan istilah “ANTAM”, “Perusahaan”, dan “kami” mewakili PT ANTAM Tbk. Sedangkan pada bagian-bagian tertentu, juga digunakan singkatan-singkatan dari unit bisnis.

STANDAR PELAPORAN

Sebagaimana laporan keberlanjutan ANTAM sebelumnya, ANTAM mengacu pada Global Reporting Initiative (GRI) Guidelines, sebuah standar dan panduan internasional penyusunan laporan keberlanjutan, serta panduan tambahan sektor tambang dan metal dari GRI, Mining and Metals Sector Supplement (MMSS).

This Sustainability Report is a part of Annual Report that represents our commitment towards responsible operation, transparency and accountability. It is a comprehensive snapshot of ANTAM's endeavor in balancing our business progress with greater economy, social, and environmental benefits for all stakeholders.

For easier presentation, the terms “ANTAM”, “Company”, or “We” are used in this report to represent PT ANTAM Tbk, whereas in certain sections of this report, abbreviations of business unit are also used to represent ANTAM operation.

REPORTING STANDARD

As ANTAM's previous ANTAM sustainability report, ANTAM refers to the Global Reporting Initiative (GRI) Guidelines, an international standard and guidance for sustainability reporting. On top of that, we also apply to GRI's supplemental standard relevant to our industry, which is the Mining and Metals Sector Supplement (MMSS).

Laporan Keberlanjutan ini adalah bentuk komitmen ANTAM terhadap operasional yang bertanggung jawab, transparan dan akuntabel. Sebuah gambaran komprehensif dari upaya ANTAM dalam menyeimbangkan kemajuan bisnis dengan manfaat ekonomi, sosial, dan lingkungan yang lebih luas bagi seluruh pemangku kepentingan.

This Sustainability Report represents ANTAM's commitment towards responsible operation, transparency and accountability. It is a comprehensive snapshot of ANTAM's endeavor in balancing our business progress with greater economy, social, and environmental benefits for all stakeholders.

Laporan Keberlanjutan ANTAM 2017 disusun sesuai dengan GRI Standard: Opsi Core, Pengungkapan Standar Industri Pertambangan dan Logam (Standard Disclosure Mining & Metal – SD MM), serta POJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik. [102-54]

Matriks isi laporan dengan indikator GRI Standard dan MMSS yang relevan dapat ditemukan pada halaman 264. [102-55]

ISI LAPORAN

Isi Laporan Keberlanjutan ANTAM 2017 juga mengikuti referensi sesuai dengan panduan POJK No.51/POJK.03/2017, yaitu:

1. Penjelasan Strategi Keberlanjutan
2. Ikhtisar Aspek Keberlanjutan
3. Profil Singkat LJK, Emiten, dan Perusahaan Publik
4. Penjelasan Direksi
5. Tata Kelola Keberlanjutan

ANTAM Sustainability Report 2017 is developed 'in accordance' with GRI Standard: Core option, Standard Disclosure of Mining and Metal (SD MM), as well as POJK No. 51/POJK.03/2017 regarding The Implementation of Sustainable Finance for Financial Institution and Listed Companies. [102-54]

A cross reference matrix that summarizes the content of this report to its relevant GRI indicators and MMSS can be found on page 264 of this report. [102-55]

REPORT CONTENT

ANTAM's 2017 Sustainability Report follows the content that is stipulated in POJK No.51/POJK.03/2017 regarding Sustainable Finance, as described below:

1. Sustainability strategy
2. Sustainability aspects highlights
3. Brief profile of the Company
4. Statement from the Board of Directors
5. Sustainability governance



6. Kinerja Keberlanjutan:
 - a. Ekonomi
 - b. Lingkungan
 - c. Sumber Daya Manusia
 - d. Keselamatan dan Kesehatan Kerja
 - e. Masyarakat
7. Verifikasi tertulis dari pihak independen
8. Lembar umpan balik (*feedback*)
9. Tanggapan LJK, Emiten, atau Perusahaan Publik terhadap umpan balik laporan tahun sebelumnya

SIKLUS DAN PERIODE PELAPORAN

ANTAM menerbitkan Laporan Keberlanjutan setiap tahun. Laporan Keberlanjutan 2017 memuat kinerja keberlanjutan ANTAM pada periode pelaporan 1 Januari-31 Desember 2017. Laporan sebelumnya telah diterbitkan pada bulan Maret 2017. [102-50] [102-51] [102-52]

PERNYATAAN ULANG DAN PERUBAHAN DARI LAPORAN SEBELUMNYA

Dalam Laporan Keberlanjutan tahun 2017 ini, kami sertakan kembali (*re-statement*) sejumlah data-data dari periode sebelumnya, yakni penggunaan energi, konsumsi air, emisi, kecelakaan kerja, serta data sumber daya dan cadangan. *Re-statement* tersebut didorong oleh perubahan metode pengumpulan dan pengukuran data yang saat ini lebih komprehensif. Demi memastikan komparabilitas data, kami menyajikan data dari 3 tahun terakhir. [102-48]

Laporan Keberlanjutan ANTAM 2017 telah disesuaikan dengan isi pelaporan keberlanjutan sesuai Peraturan Otoritas Jasa Keuangan (OJK) yang diatur melalui POJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik. [102-49]

6. Sustainability performance:
 - a. Economy
 - b. Environment
 - c. Human Capital
 - d. Occupational Health and Safety
 - e. Surrounding Communities
7. Written verification statement from an independent third party
8. Feedback form
9. The Company's response regarding feedbacks from the previous reporting period.

REPORTING CYCLE AND PERIOD

ANTAM publishes a sustainability report annually alongside our Annual Report. This 2017 Sustainability Report covers ANTAM's sustainability performance within the period of 1 January-31 December 2017. Our previous report was published on March 2017. [102-50] [102-51] [102-52]

RESTATEMENT AND CHANGES FROM PREVIOUS REPORT

In this 2017 Sustainability Report, we included revised data from the previous year, such as energy usages, water consumption, emission, accidents and our resources and reserve data. This re-statement was as a result of changes in data gathering and measurement methods which currently had been improved to be more comprehensive. In regard to data comparability, this year report presents data from the last 3 consecutive years. [102-48]

ANTAM's 2017 Sustainability Report has been adjusted to comply with the sustainability report content guidelines published by the Financial Service Authority (Otoritas Jasa Keuangan – OJK) through POJK No. 51/POJK.03/2017 The Implementation of Sustainable Finance for Financial Institution and Listed Companies. [102-49]

MENENTUKAN ASPEK MATERIAL DAN BATASAN PELAPORAN ^[102-46]

DEFINING MATERIAL ASPECT AND REPORT BOUNDARIES ^[102-46]

ANTAM mengidentifikasi dan memperhatikan aspek serta isu-isu keberlanjutan yang penting dan mempengaruhi kemampuan kami dalam menjalankan strategi Perusahaan serta upaya kami menciptakan manfaat bagi para pemangku kepentingan. Pelibatan pemangku kepentingan yang dilaksanakan secara rutin, terbuka, dan jujur telah membantu ANTAM untuk mengidentifikasi, memahami, khususnya bagi pemangku kepentingan dan operasional ANTAM.

ANTAM identifies and regard to material sustainability issues to successfully deliver on our Company strategy and in the efforts to create value for our stakeholders. Having regular, open and honest engagement with our stakeholders helps us to identify, understand and prioritize the sustainability issues and opportunities that matter most to our stakeholders and to our operation.

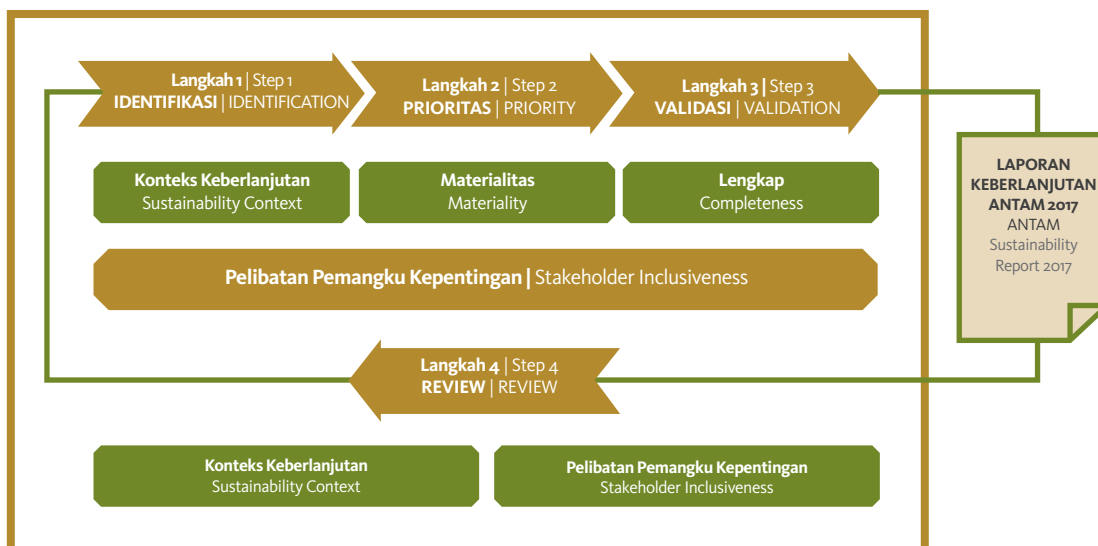
Isi laporan keberlanjutan ini disusun berdasarkan tinjauan aspek dan isu materialitas tahunan yang dilaksanakan melalui serangkaian identifikasi, prioritas, validasi dan tinjauan sesuai dengan prinsip Global Reporting Initiative (GRI), yakni:

The content of this sustainability report is shaped by our annual materiality assessment through a cycle of identification, prioritization, validation and review, which satisfies the Global Reporting Initiative (GRI) principles for:

- Penentuan isi laporan
- Konteks keberlanjutan
- Materialitas
- Kelengkapan, dan
- Inklusifitas pemangku kepentingan

- Defining report content
- Sustainability context
- Materiality
- Completeness, and
- Stakeholder inclusiveness

PROSES PENENTUAN ASPEK MATERIAL DAN BATASAN PELAPORAN PROCESS TO DEFINE MATERIAL ASPECTS AND REPORT BOUNDARIES



RUANG LINGKUP DAN BATASAN PELAPORAN

Ruang lingkup dan batasan dalam laporan keberlanjutan ini adalah entitas-entitas operasi ANTAM yang meliputi Kantor Pusat, Unit Geomin, Unit-unit Pascatambang, dan enam unit bisnis utama ANTAM, yaitu:

1. Unit Bisnis Pertambangan Nikel Sulawesi Tenggara (UBP Nikel Sulawesi Tenggara) di Pomalaa, Sulawesi Tenggara
2. Unit Bisnis Pertambangan Emas (UBP Emas) di Bogor, Jawa Barat
3. Unit Bisnis Pertambangan Nikel Maluku Utara (UBPN Maluku Utara) di Tanjung Buli, Maluku Utara
4. Unit Bisnis Pengolahan dan Pemurnian Logam Mulia (UBPP Logam Mulia) di Pulo Gadung, Jakarta Timur
5. Unit Bisnis Pertambangan Bauksit (UBP Bauksit) di Tayan, Kalimantan Barat.
6. Unit Bisnis Learning Development (UBLD) di Jakarta
7. Unit Geomin di Jakarta

REPORT SCOPE & BOUNDARIES

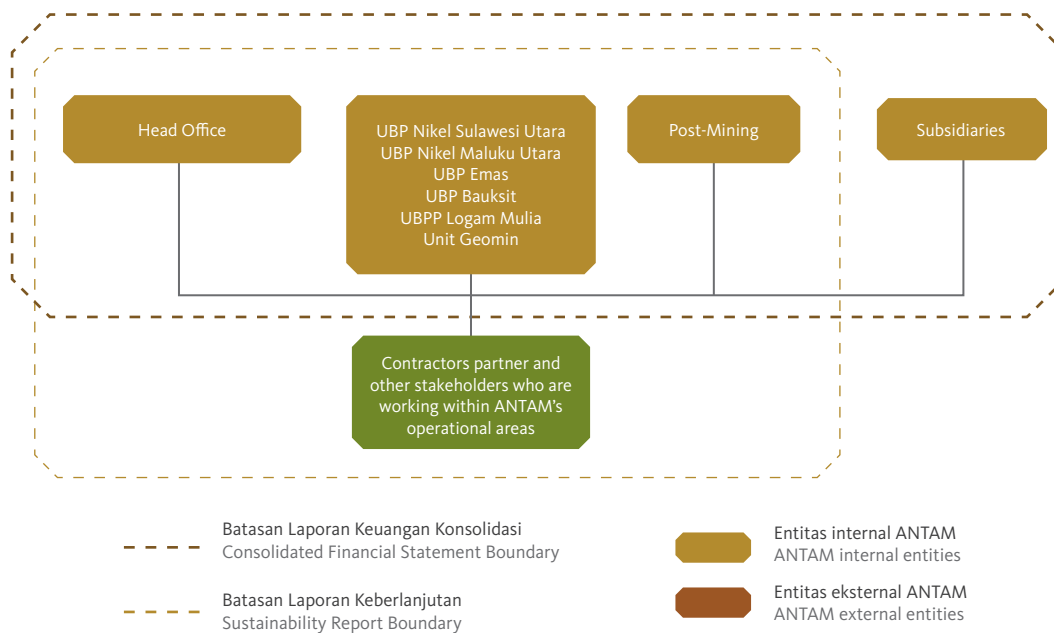
Scope and boundaries of this sustainability report are ANTAM's operational entities, including Head Office, Geomin Unit, Post-Mining Units, and ANTAM's six main business units. In particular, ANTAM's six main business units are:

1. Southeast Sulawesi Nickel Mining Business Unit (UBP Nikel Sulawesi Tenggara) in Pomalaa, Southeast Sulawesi
2. Gold Mining Business Unit (UBP Emas) in Bogor, West Java
3. North Maluku Nickel Mining Business Unit (UBP Nikel Maluku Utara) in Tanjung Buli, North Maluku
4. Precious Metals Processing and Refinery Business Unit (UBPP Logam Mulia) in Pulo Gadung, East Jakarta
5. Bauxite Mining Business Unit (UBP Bauksit) in Tayan, West Kalimantan
6. Learning Development Business Unit (UBLD) in Jakarta
7. Geomin Unit in Jakarta

RUANG LINGKUP DAN BATASAN PELAPORAN LAPORAN KEBERLANJUTAN ANTAM 2017 [102-45]

SCOPE REPORT & BOUNDARIES OF ANTAM'S 2017 SUSTAINABILITY REPORT [102-45]

BATASAN PELAPORAN UNTUK PENYUSUNAN LAPORAN KEBERLANJUTAN 2017 REPORT BOUNDARIES USED IN SUSTAINABILITY REPORT 2017



ASPEK MATERIAL ^[102-47]

MATERIAL ASPECTS ^[102-47]

Daftar aspek material Laporan Keberlanjutan ANTAM tahun 2017 ditentukan melalui *workshop* internal yang dilaksanakan pada tanggal 23-24 November 2017. *Workshop* ini bertujuan untuk meninjau kembali daftar aspek material dari laporan keberlanjutan tahun sebelumnya. Peninjauan terhadap aspek material dilakukan dengan turut mempertimbangkan masukan, keluhan, kekhawatiran, dan hasil pelibatan lainnya dengan para pemangku kepentingan yang telah direkapitulasi oleh tim internal, serta turut mempertimbangkan isu-isu lain yang terkait dengan ANTAM baik secara korporasi ataupun operasional yang muncul sepanjang tahun 2017.

Workshop ini melibatkan berbagai divisi dan fungsi kerja baik dari kantor pusat, maupun dari unit/unit bisnis sesuai dengan ruang lingkup pelaporan.

Dalam *workshop* tersebut divisi, fungsi kerja, dan unit bisnis dibagi menjadi kelompok-kelompok *stream* untuk melakukan pembahasan, diskusi dan peninjauan terhadap aspek dan isu terkait dengan aktivitas masing-masing *stream*, berbagai isu yang relevan sepanjang tahun 2017, serta hasil pelibatan dengan pemangku kepentingan yang material untuk disajikan dalam laporan keberlanjutan.

Kelompok *stream*, aspek dan isu yang dibahas dalam *workshop* materialitas laporan keberlanjutan ANTAM 2017 adalah sebagai berikut:

- *Stream Environment*, mencakup Divisi Operation Management, Health-Safety & Environment terutama bagian *Environment* untuk mencermati aspek-aspek material dan isu-isu terkait di bidang lingkungan.
- *Stream Economy*, mencakup Divisi Sales & Marketing dan Divisi Accounting, Tax & Budgeting untuk mencermati aspek-aspek material dan isu-isu terkait di bidang ekonomi, pemasaran, dan pelanggan.
- *Stream Well-Being*, mencakup Divisi Operation Management, Health-Safety & Environment, Divisi Human Capital Management, Divisi Organization Effectiveness and Development, serta Unit Bisnis Learning Development untuk mencermati aspek-aspek material dan isu-isu terkait di bidang ketenagakerjaan, kesehatan dan keselamatan kerja serta pendidikan dan pelatihan.
- *Stream Social*, mencakup Divisi Corporate Social Responsibility (CSR), Divisi Post Mining & Non Productive Asset Management untuk mencermati aspek-aspek material dan isu-isu terkait di pelibatan, pemberdayaan, dan kegiatan pengembangan masyarakat sekitar unit operasional.

To that end, material aspects for ANTAM's 2017 Sustainability Report was identified through an internal workshop, which was held on 23-24 November 2017. This workshop aims to review all material aspects reported in the previous sustainability report. The review for this year material aspects has incorporated stakeholders' inputs, complaints, concerns, and other engagement results which were recapitulated by our internal team. This review also includes considerations on other issues related to ANTAM as a corporation and our operations throughout 2017.

This workshop involved various divisions and operational units from ANTAM's head offices and Units/Unit Business that are included in this report's scope and boundaries.

During this workshop, participating divisions and operational units were divided into group of streams. Each stream conducted an in-depth discussion and review about sustainability aspects and issues related to each stream's activities, as well as the results of their stakeholder engagement that are material to be included in the report.

The group of streams and its discussion area in regard with ANTAM 2017 sustainability report materiality are described below:

- Environment Stream, consists of Operation Management, Health-Safety & Environment Division specially Environment unit to covers material aspects and issues related to environment.
- Economy Stream, consists of Sales & Marketing Division and Accounting, Tax & Budgeting Division to covers material aspects and issues related to economy, sales, marketing and customers.
- Well-Being Stream, consists of Operation Management, Health-Safety & Environment Division, Human Capital Management Division, Organization Effectiveness and Development Division, and Learning Development Business Unit to covers material aspects and issues related to labor, employment, health & safety and also learning and development.
- Social Stream, consists of Corporate Social Responsibility (CSR) Division and Post Mining & Non Productive Asset Management Division to covers material aspects and issues related to social engagement, empowerment, and CSR activities involving local communities at each operational unit.

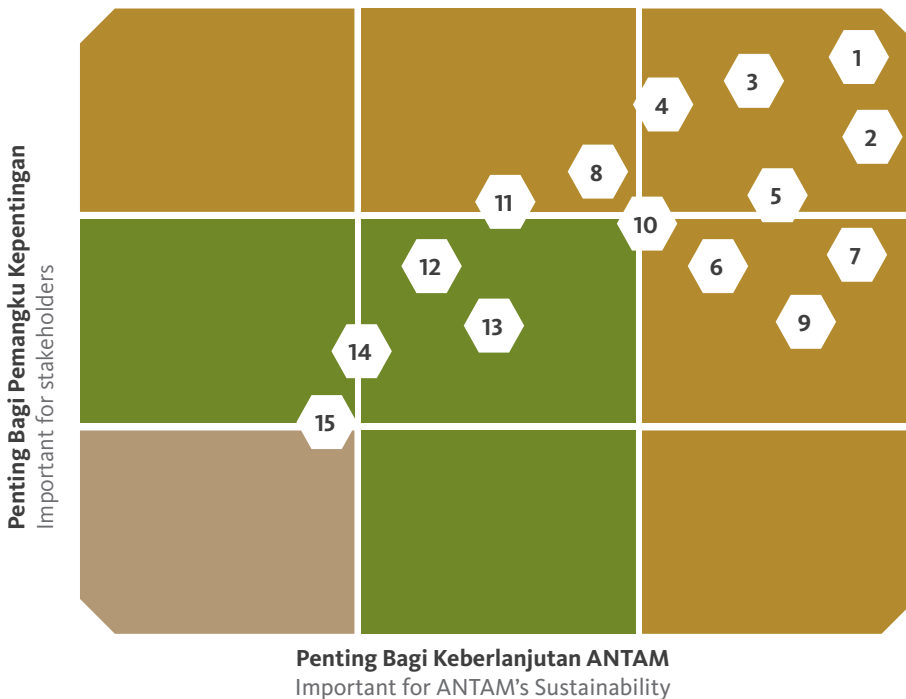


- *Stream Corporate Governance*, mencakup Divisi Corporate Secretary, Divisi Risk Management dan Divisi Supply Chain Management untuk mencermati aspek-aspek material dan isu-isu terkait di kepatuhan terhadap perundang-undangan dan peraturan terkait bisnis dan operasional ANTAM

- *Corporate Governance Stream*, consists of Corporate Secretary Division, Risk Management Division, and Divisi Supply Chain Management Division to covers material aspects and issues related to compliance towards prevailing law and regulations related to ANTAM business and operation.

Daftar topik material untuk Laporan Keberlanjutan ANTAM 2017 berdasarkan hasil *workshop* tersebut adalah sebagai berikut:

Material aspects of ANTAM's 2017 Sustainability Report List as the result of the workshop are illustrated below:



Daftar Topik Material Berdasarkan Tinjauan Internal dan Hasil Pelibatan Pemangku Kepentingan 2017:

List of Material topics Based on Internal Review and Stakeholder Engagement Results 2017:

1. Direct Reserve
2. Occupational Health & Safety
3. Local Community
4. Emission
5. Waste & Effluent
6. Reclamation
7. Water
8. Employment
9. Compliance
10. Economic Performance
11. Holding Issues
12. Biodiversity
13. Energy Consumption
14. Indirect Economic Impact
15. Anti-Corruption

BATASAN & RELEVANSI TOPIK MATERIAL

Batasan dan relevansi topik material mendeskripsikan dimana dampak terjadi atau relevansi dari setiap topik material dalam kaitannya dengan proses bisnis ANTAM. Kami membuat kategori proses bisnis ANTAM menjadi empat bagian untuk menyajikan informasi tersebut, yakni: Eksplorasi, Penambangan, Pengolahan, dan Penjualan.

Berpanduan pada GRI Standards Guideline, informasi ini diperlukan bagi para pembaca dan pemangku kepentingan untuk memperoleh pemahaman yang lebih baik mengenai relevansi proses bisnis ANTAM dengan masing-masing topik material dan dampaknya.

TOPIC BOUDARIES & REVELANCE

Material topic boundary and relevance is a description of where the impacts occur for a material topic, and it relevance with ANTAM's business processes. To present this information, we categorized our business processes in to four main areas: Exploration, Excavation (Mining), Processing, and Marketing.

Referring to GRI Standards Guidelines, this information is vital to help readers and our stakeholders to better understand the relevance of material topics and its impacts within our business process and value chain.

No.	Topik Material Material Topics	Batasan & Relevansi dalam Proses Bisnis ANTAM Relevance & Boundary within ANTAM's Business Processes				Indikator yang Dilaporkan Sepenuhnya Indicator Fully Reported
		Hulu Upstream		Hilir Downstream		
		Eksplorasi Exploration	Penambangan Mining	Pengolahan Processing	Penjualan Marketing	
1	Cadangan Langsung Reserve & Resource	v	v	v	v	MM11
2	Kesehatan & Keselamatan Kerja Occupational Health & Safety	v	v	v	v	403-1 [403-2] [403-3] [403-4]
3	Masyarakat Setempat Local Community	v	v	v		[413-1] MM8 MM10
4	Emisi Emission	v	v	v		[305-1] [305-3]
5	Limbah & Efluen Waste & Effluent	v	v	v		306-1 [306-2] [306-3] MM3
6	Reklamasi Reclamation	v	v	v		MM1
7	Air Water	v	v	v		[303-1] [303-3]
8	Ketenagakerjaan Employment	v	v	v	v	[401-1] [401-2] [404-1] [404-2] [404-3] [405-2]
9	Kepatuhan Compliance	v	v	v	v	[307-1]
10	Kinerja Ekonomi Economic Performance	v	v	v	v	[201-1]
11	Isu Pembentukan Holding Holding Issues	v	v	v	v	[102-10]
12	Anti Korupsi Anti-Corruption	v	v	v	v	[205-2]
13	Keanekaragaman Hayati Biodiversity	v	v	v		[304-1] [304-3] [304-4] MM2
14	Konsumsi Energi Energy Consumption	v	v	v	v	[302-1] [302-3]
15	Dampak Ekonomi Tidak Langsung Indirect Economic Impact	v	v	v	v	[203-1]



Pengantar
Introduction



Strategi Keberlanjutan ANTAM
ANTAM Sustainability Strategy



Sekilas ANTAM
About Us



Tata Kelola Berkelanjutan
di ANTAM
Sustainable Governance
at ANTAM

MEMASTIKAN KREDIBILITAS LAPORAN

Demi memastikan kredibilitas laporan, data dan informasi yang disajikan, Laporan Keberlanjutan ANTAM 2017 ini telah diverifikasi oleh SGS International sebagai pihak *assuror* independen. Pernyataan hasil *assurance* dapat ditemukan pada halaman 258 laporan ini. [102-56]

PUSAT INFORMASI & UMPAN BALIK

ANTAM mengundang seluruh pembaca dan pemangku kepentingan untuk bertanya, meminta keterangan, memberikan saran, ide, kritik dan pendapat demi peningkatan kualitas laporan kami di masa yang akan datang. Seluruh pertanyaan dan umpan balik para pembaca dapat disampaikan kepada: [102-53]

ENSURING REPORT CREDIBILITY

In order to ensure the credibility of this report, all data and information presented in ANTAM 2017 Sustainability Report have been assured by SGS International as an independent external assurator. The assurance statement is attached to this report and can be found on page 258. [102-56]

INFORMATION CENTER & FEEDBACKS

ANTAM welcomes all readers and stakeholders to send their question, request for information, suggestions, ideas, inputs and opinions so that we can further improve the quality of our future reports. We welcome you to send your questions and feedbacks to: [102-53]





Manfaat Ekonomi
Berkelanjutan
Sustainable Economic Benefits



Kinerja Kami Melestarikan
Lingkungan
Our Endeavor in Preserving
the Environment



Meningkatkan Peran Aktif
dalam Mencapai Keberlanjutan
Bersama Masyarakat
Encouraging Active Role in Achieving
Community Sustainability



Merekrut dan Mengembangkan
Talenta Insan ANTAM
Recruiting and Developing Talents of
ANTAM's Employees



Pengelolaan Keselamatan
Pertambangan Berkelanjutan
Sustainable Mining
Safety Management

PT ANTAM TBK

Sekretaris Perusahaan | Corporate Secretary

Kantor Pusat | Head Office

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www.antam.com



STRATEGI KEBERLANJUTAN ANTAM

ANTAM Sustainability Strategy

CSR EXCELLENCE

ANTAM berupaya untuk
senantiasa mengintegrasikan
visi CSR, isu strategis,
dan harapan pemangku
kepentingan

ANTAM committed to always
incorporate CSR Vision,
Company's Strategic Issues, and
stakeholder expectation

Memiliki komitmen
dan kebijakan
penutupan tambang

Holds Commitment
and Policies on Mine
Closure

100%

Unit bisnis ANTAM memiliki Rencana
Strategis Pengembangan Masyarakat
Berkelanjutan

ANTAM's business units have Strategic
Program for Sustainable Community
Development

Tantangan Keberlanjutan ANTAM ANTAM's Sustainability Challenge	40	Masterplan CSR ANTAM 2015-2019 ANTAM Masterplan CSR 2015-2019	48
Strategi Keberlanjutan ANTAM ANTAM's Sustainability Strategy	42	Perencanaan dan Pengembangan <i>Masterplan</i> CSR CSR Masterplan Planning and Development	54
Kebijakan Penutupan Tambang Mining Closure Policy	44	Pembinaan Hubungan dengan Pemangku Kepentingan	55
<i>Corporate Social Responsibility</i> (CSR) ANTAM ANTAM Corporate Social Responsibility (CSR)	45	Managing Relations with Stakeholders	
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Pengantar
Introduction



Strategi Keberlanjutan ANTAM
ANTAM Sustainability Strategy



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Sustainable Governance
at ANTAM

STRATEGI KEBERLANJUTAN ANTAM

ANTAM's Sustainability Strategy



 Pabrik Pengolahan Emas di UBP Emas
Gold Processing Plant in Gold Mining Business Unit

Implementasi prinsip-prinsip keberlanjutan dalam kegiatan pertambangan masih menjadi topik hangat berbagai pemangku kepentingan, baik di tingkat nasional, regional, maupun global. Para pemangku kepentingan mencermati satu topik kunci tentang bagaimana kegiatan pertambangan dapat memberikan manfaat yang berkelanjutan dalam aspek ekonomi, sosial, dan lingkungan. [103-1]

Strategi keberlanjutan ANTAM bukan sekadar strategi operasional atau bisnis Perusahaan, tapi menjadi cerminan harapan, tugas, dan tanggung jawab utama ANTAM dalam memastikan apa yang kami kelola hari ini dapat memberikan manfaat berkelanjutan bagi seluruh masyarakat Indonesia dan pemangku kepentingan kami, baik hari ini dan pada masa yang akan datang.

TANTANGAN KEBERLANJUTAN ANTAM

ANTAM menyadari bahwa cadangan mineral tambang suatu saat akan habis. Kami berkomitmen dalam menyiapkan dan mencapai pembangunan berkelanjutan bagi masyarakat

Implementation of sustainability principles in mining activities is still a hot topic for various stakeholders, both at national, regional and global levels. Stakeholders look at key topics on how mining activities can provide sustainable benefits in economic, social and environmental aspects.

[103-1]

ANTAM's sustainability strategy is not just an operational or business strategy, but it is a reflection of ANTAM's key hopes, tasks and responsibilities in ensuring what we manage today could provide sustainable benefits for all Indonesians and our stakeholders both today and in the future.

ANTAM'S SUSTAINABILITY CHALLENGES

ANTAM realizes that the mineral reserves of the mine will someday be exhausted. We are committed to preparing and achieving sustainable development for post-mining

Strategi keberlanjutan ANTAM bukan sekadar strategi operasional atau bisnis Perusahaan, tapi menjadi cerminan harapan, tugas, dan tanggung jawab utama ANTAM dalam memastikan apa yang kami kelola hari ini dapat memberikan manfaat berkelanjutan bagi seluruh masyarakat Indonesia dan pemangku kepentingan kami. Baik hari ini dan pada masa yang akan datang.

ANTAM's sustainability strategy is not only a representation of our operational and business strategies, moreover it is a representation of our hopes, tasks, and responsibilities in ensuring what we manage today can provide a sustainable long term benefits for the people of Indonesia and all our stakeholders, both now and in the coming future.

pascatambang sesuai dengan hukum dan norma yang berlaku, serta menjunjung tinggi prinsip-prinsip praktik usaha yang baik, keadilan sosial, dan keadilan lingkungan. [103-1]

ANTAM memastikan bahwa segala kegiatan operasional harus memberikan manfaat yang maksimal untuk kemajuan negara. Tidak hanya memberikan pemasukan pajak, namun juga meningkatkan perekonomian masyarakat, memastikan bahwa modal sosial ada dalam kondisi yang baik, juga daya dukung lingkungan yang memadai bagi mereka yang ada di sekitar wilayah operasional ANTAM untuk melanjutkan kehidupan mereka kelak.

Kami turut bertanggung jawab memberikan manfaat positif melalui program pemberdayaan masyarakat yang dapat memberikan kesejahteraan dan kemandirian guna mewujudkan masyarakat yang berkelanjutan. Kami meyakini bahwa kesejahteraan dan kemandirian masyarakat pascatambang itu akan terwujud melalui sebuah proses sinergi antara ANTAM dan pemangku kepentingan untuk menciptakan program berkualitas.

communities in accordance with applicable laws and norms, and upholding the principles of sound business practice, social justice, and environmental justice. [103-1]

ANTAM ensures that all operational activities must provide maximum benefits for the country's development. Not only by providing tax revenues, but also improving the economy of the community, to ensure that social capital is in good condition, as well as adequate environmental carrying capacity for those around ANTAM's operational area to continue their lives.

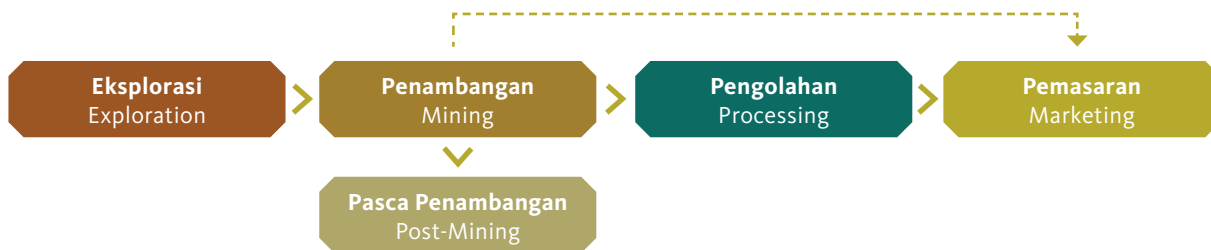
We are also responsible for providing positive benefits through community empowerment programs that can provide welfare and independence to create a sustainable society. We believe that the welfare and independence of the post-mining community will be realized through a process of synergy between ANTAM and stakeholders to create a quality program.



Dalam setiap kegiatan, kami berupaya mengembangkan kualitas sumber daya manusia ANTAM agar dapat menghasilkan berbagai inovasi untuk menjawab tantangan dunia pertambangan pada masa yang akan datang. Hal itu merupakan komitmen ANTAM untuk memaksimalkan dampak positif dan meminimalkan dampak negatif setiap kegiatan pertambangan yang kami jalankan terhadap setiap aspek keberlanjutan.

In every activity, we strive to develop the quality of ANTAM's human resources in order to generate innovations to meet the challenges of the mining world in the future. It is ANTAM's commitment to maximize positive impact and minimize the negative impacts of each mining activity that we undertake on every aspect of sustainability.

MODEL BISNIS ANTAM [102-9] ANTAM Business Model [102-9]



STRATEGI KEBERLANJUTAN ANTAM

ANTAM merupakan Perusahaan berbasis sumber daya alam yang menjalankan bisnis pertambangan terintegrasi mulai dari hulu sampai hilir dengan komoditas utama bijih nikel, feronikel, emas, perak, bauksit, dan alumina. Tidak hanya eksplorasi, penambangan, dan pengolahan, kami juga melakukan pengolahan dan pemurnian logam mulia. [102-2]

ANTAM'S SUSTAINABILITY STRATEGY

ANTAM is a natural resource-based Company that runs an integrated mining business from upstream to downstream with major commodities of nickel ore, ferronickel, gold, silver, bauxite and alumina. Not only exploration, mining, and processing, we also do the processing and refining of precious metals. [102-2]

Pelaksanaan tanggung jawab sosial yang kami jalankan merupakan bagian tidak terpisahkan dari aktivitas bisnis ANTAM, di mana dalam setiap aktivitas bisnis Kami selalu mempertimbangkan aspek ekonomi, sosial dan lingkungan untuk memastikan keberlanjutan bisnis Perusahaan, sekaligus keberlanjutan masyarakat dan kelestarian lingkungan. Kami sangat percaya bahwa hanya dengan bisnis inti yang demikian saja maka ANTAM bisa benar-benar menyumbang pada pencapaian Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals*, SDGs) yang menjadi cita-cita global dan nasional di tahun 2030.

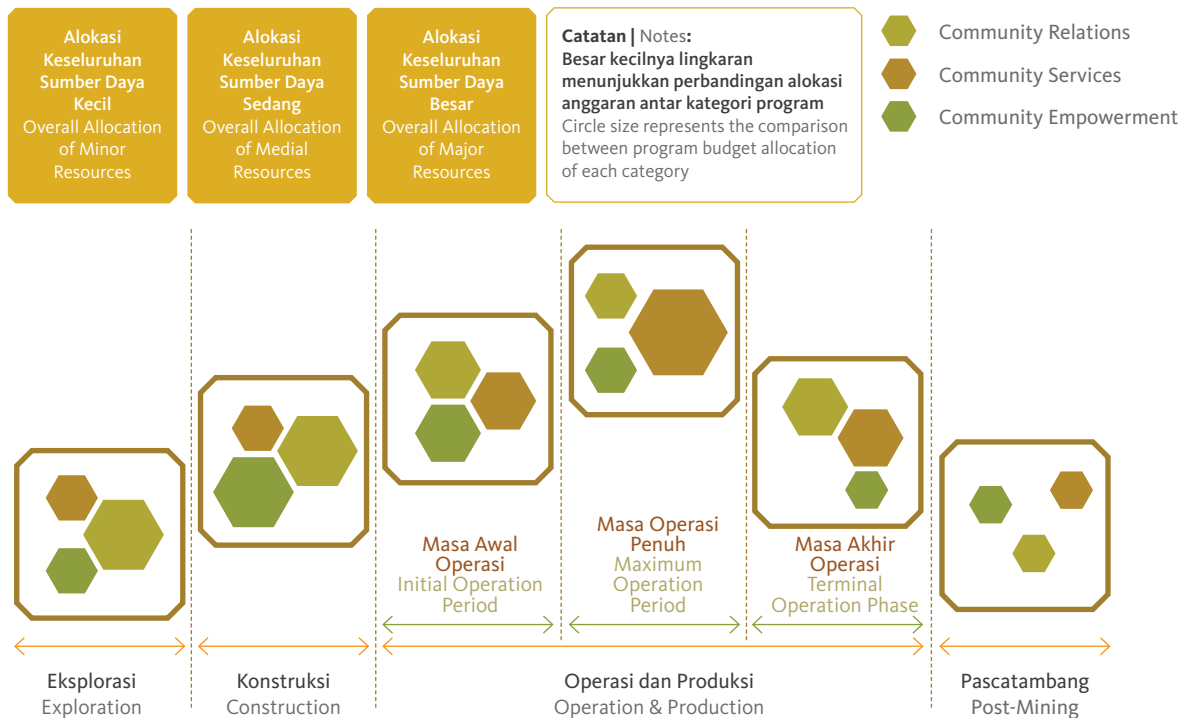
Implementation of our social responsibility is an integral part of ANTAM's business activities, where in every business activity we always consider the economic, social and environmental aspects to ensure the sustainability of the Company's business, as well as community sustainability and environmental sustainability. We strongly believe that only with such core business ANTAM can really contribute to the achievement of Sustainable Development Goals (SDGs) that has become the global and national goals by 2030.

Kami berfilosofi bahwa sumber daya alam merupakan karunia Tuhan Yang Maha Kuasa, dan kehadiran ANTAM membantu untuk pemanfaatannya. Kami berupaya untuk menjadi Perusahaan yang berkelanjutan yang akan terus mengelola sumber daya alam secara berkelanjutan dengan memastikan generasi yang akan datang dapat memenuhi kebutuhannya dan memperoleh kualitas kehidupan yang lebih baik. [103-1] [103-2]

We philosophize that natural resources are a gift of God Almighty, and the presence of ANTAM helps to utilize them. We strive to be a sustainable Company that will continue to manage natural resources sustainably by ensuring future generations can meet their needs and obtain a higher quality of good life. [103-1] [103-2]

Alokasi Sumber Daya Program Pengembangan Masyarakat Berkelanjutan (PPMB) Berdasarkan Tahapan Operasi.

Resource Allocation of Sustainable Community Development Program (PPMB) Based on Stages of Operation.



Dalam menjalankan strategi keberlanjutan, salah satu upaya yang dilakukan melalui penerapan Program Pengembangan Masyarakat Berkelanjutan (PPMB). PPMB adalah perwujudan bagaimana ANTAM juga memanfaatkan pendekatan investasi sosial untuk mencapai Tujuan Pembangunan Berkelanjutan. Untuk meningkatkan efektivitas dan efisiensi pelaksanaan PPMB, ANTAM menetapkan strategi pengalokasian sumber daya program berdasarkan tahapan operasi. Strategi tersebut menggambarkan dua hal, yaitu:

- 1) Alokasi keseluruhan sumber daya yang dicurahkan Perusahaan untuk PPMB, dikelompokkan menjadi tiga, yaitu: alokasi keseluruhan sumber daya kecil, menengah dan besar. Pada tahapan operasi penuh, alokasi sumber daya untuk PPMB mencapai titik tertinggi (besar).
- 2) Pembagian atau alokasi sumber daya untuk setiap kategori program, meliputi: *Community Relations*, *Community Services* dan *Community Empowerment*. Alokasi anggaran untuk setiap kategori program berbeda pada setiap tahapan operasi ANTAM. Jika pada tahapan eksplorasi dan konstruksi, alokasi untuk *Community Relations* dan *Community Services* lebih besar dibandingkan dengan *Community Empowerment*. Namun, pada tahapan operasi penuh sampai dengan tahapan pascatambang, alokasi untuk *Community Empowerment* menempati porsi yang paling tinggi.

In implementing the sustainability strategy, one of the efforts undertaken through the implementation of Community Development Program (PPMB). PPMB Program is the embodiment of how ANTAM also utilizes the social investment approach to achieve Sustainable Development Objectives. To improve the effectiveness and efficiency of PPMB implementation, ANTAM establishes a program allocation strategy based on the operation phase. The strategy describes two things, namely:

- 1) The overall allocation of resources the Company devotes to the PPMB is grouped into three, namely: the whole allocation of small, medium and large resources. At full operational stage, resource allocation for PPMB reaches the highest point (large).
- 2) The allocation of resources for each program category, including: *Community Relations*, *Community Services* and *Community Empowerment*. The budget allocations for each program category are different at each stage of ANTAM's operations. If at the exploration and construction stage, the allocation for *Community Relations* and *Community Services* is greater than that of *Community Empowerment*. However, at the full operational stage up to the post-mining stage, the allocation for *Community Empowerment* occupies the highest portion.



KEBIJAKAN PENUTUPAN TAMBANG

Kegiatan pertambangan merupakan kegiatan pengusahaan sumber daya alam yang tidak diperbarui, di mana pada waktu tertentu akan berakhir sesuai dengan usia tambang, berakhirnya Izin Usaha Pertambangan (IUP), dan kondisi lainnya.

Berakhirnya kegiatan pertambangan (penutupan tambang) berpotensi menyebabkan berbagai macam risiko baik yang berhubungan dengan lingkungan hidup, ketenagakerjaan, aset maupun keberlanjutan pembangunan pada periode pascatambang. ANTAM telah melakukan persiapan rencana penutupan tambang dengan baik sehingga dapat meminimalkan dampak negatif dan mengoptimalkan manfaatnya. Komitmen kuat ANTAM untuk penutupan tambang (pascatambang) sudah tercantum pada kebijakan berdasarkan Keputusan Direksi Nomor: 644.k/026/DAT/2017. [MM10]

Tujuan Kebijakan Penutupan Tambang adalah memberikan arahan bagi Perusahaan untuk melaksanakan kegiatan persiapan dan pelaksanaan pascatambang yang efektif dan efisien sesuai dengan visi misi Perusahaan. Selain itu menetapkan ketentuan-ketentuan yang konsisten untuk tujuan, target, dan program penutupan tambang sebagai wujud pelaksanaan untuk mencapai visi dan misi Perusahaan. [MM10]

Kebijakan Penutupan Tambang juga selaras dengan Peraturan Menteri Energi dan Sumber Daya Mineral (ESDM) Nomor 41 Tahun 2016 tentang Pengembangan dan Pemberdayaan Masyarakat Pada Kegiatan Usaha Pertambangan Mineral dan Batu bara. Selain tahapan eksplorasi dan produksi, ANTAM juga memperhatikan pascatambang dengan aspek-aspek lingkungan hidup, keselamatan dan kesehatan kerja, tenaga kerja, serta masyarakat sekitar.

MINING CLOSURE POLICY

Mining activities are non-renewable natural resource exploitation activities, at which time will end in accordance with the age of the mine, the end of the Mining Permits (IUP), and other conditions.

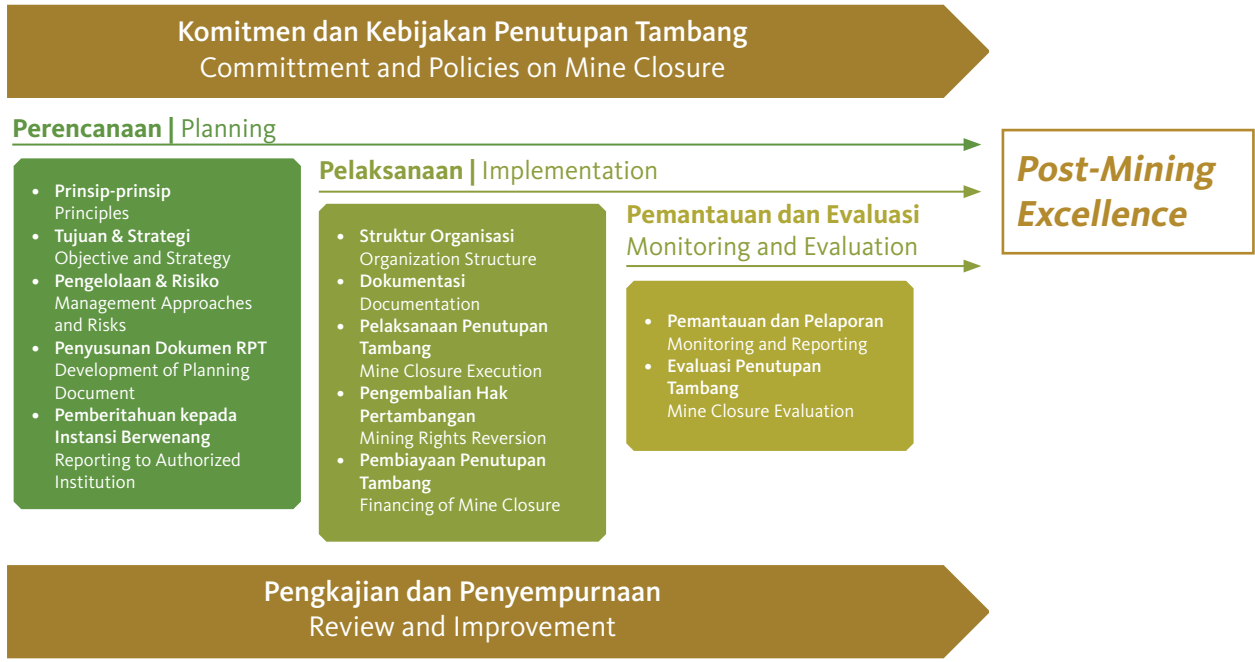
The end of mining activities (mine closure) has the potential to cause various risks associated with the environment, employment, assets and sustainability of development in the post-mining period. ANTAM has done a good preparation of the mine closure plan so as to minimize negative impact and optimize its benefits. ANTAM's strong commitment to mine closure (post-mining) has been included in the policy based on the Decree of the Board of Directors Number: 644.k /026 /DAT/2017. [MM10]

The objective of the Mine Closure Policy is to provide direction for the Company to carry out effective and efficient post-mining activities of preparation and implementation in accordance with the Company's mission vision. In addition, it stipulates consistent provisions for the objectives, targets, and program of mine closure as a form of implementation to achieve the Company's vision and mission. [MM10]

The Mine Closure Policy is also in line with the Minister of Energy and Mineral Resources (ESDM) Regulation No. 41 of 2016 on Community Development and Empowerment in Mining and Coal Mining Activities. In addition to exploration and production stages, ANTAM is also concerned with post-mining aspects of the environment, occupational safety and health, labor, and surrounding communities.



Emas Batangan sebagai salah satu produk UBPP Logam Mulia
Gold Minted Bar as one of Precious Metals Processing and Refinery Business Unit



CORPORATE SOCIAL RESPONSIBILITY (CSR) ANTAM
Kami berkomitmen memberikan manfaat sebesar-besarnya untuk kesejahteraan dan kemakmuran masyarakat. Selain memberikan kontribusi kepada negara melalui dividen, Penerimaan Negara Bukan Pajak, penerimaan pajak dan retribusi, serta berbagai *multiplier impact* dari aktivitas bisnis Perusahaan, ANTAM juga berupaya memberikan kontribusi lebih kepada masyarakat melalui pelaksanaan *Corporate Social Responsibility (CSR)* yang disinkronkan dengan pencapaian Tujuan Pembangunan Berkelanjutan.

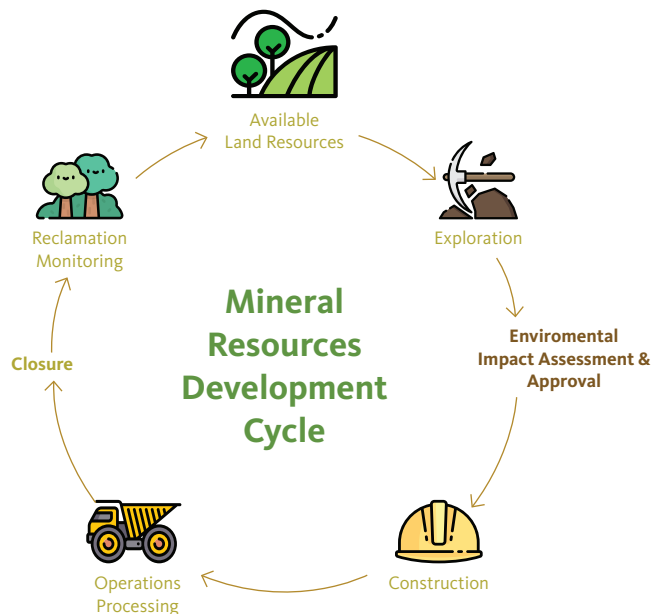
Program CSR dijalankan sebagai komitmen untuk membangun kualitas kehidupan yang lebih baik bersama dengan para pemangku kepentingan di manapun ANTAM berada yang dilakukan terpadu dengan kegiatan usahanya secara berkelanjutan. Cakupan CSR kami adalah sebagaimana yang dinyatakan di dalam tujuh subjek inti ISO 26000, dan dilaksanakan secara terpadu oleh masing-masing direktorat yang terkait dengan subjek inti tata kelola, HAM, ketenagakerjaan lingkungan, praktik operasi yang adil, konsumen, serta pelibatan dan pengembangan masyarakat.

Terkait subjek inti pelibatan dan pengembangan masyarakat, sebagai Perusahaan pertambangan, ANTAM juga memfokuskan diri pada strategi pemanfaatan lahan pascatambang. ANTAM berkomitmen untuk melakukan reklamasi lahan dan program pemberdayaan masyarakat berkelanjutan dengan program strategis menuju kemandirian ekonomi bagi masyarakat yang disesuaikan dengan lingkungan sosial budaya dan sumber daya alam masyarakat tersebut.

ANTAM CORPORATE SOCIAL RESPONSIBILITY (CSR)
We are committed to provide maximum benefits for the welfare and prosperity of society. In addition to contributing to the state through dividends, Non-Tax State Revenues, tax revenues and retributions, as well as various impact multipliers of corporate business activities, ANTAM also seeks to contribute more to the community through the implementation of Corporate Social Responsibility (CSR) synchronized with the achievement of Sustainable Development Objectives .

CSR program is run as a commitment to build a better quality of life along with stakeholders wherever ANTAM is being integrated with its sustainable business activities Our CSR coverage is as stated in the seven core subjects of ISO 26000, and implemented in an integrated manner by each directorates related to core subjects of governance, human rights, environmental employment, fair operation practices, consumers, and community engagement and development.

Related to the core subject of community involvement and development, as a mining Company, ANTAM also focuses on post-mining land use strategy. ANTAM is committed to undertaking land reclamation and sustainable community empowerment program with a strategic program towards economic independence for the community that is adapted to the socio-cultural environment and the community's natural resources.



Melaksanakan CSR merupakan strategi yang terintegrasi dengan keseluruhan proses bisnis ANTAM. Untuk memberi arah dalam pelaksanaan CSR Perusahaan, telah dirumuskan visi, misi dan nilai-nilai CSR ANTAM.

Conducting CSR is an important and integrated strategy within the overall business of ANTAM. To provide guidance in the implementation of CSR, the Company has formulated a vision, mission and values of ANTAM CSR.



Visi CSR ANTAM ANTAM CSR VISION

Menjadi Perusahaan pertambangan dengan kinerja CSR kelas dunia.

To be a mining Company with world-class CSR Performance.

- Membangun dan menerapkan praktik-praktik terbaik CSR kelas dunia
- Menciptakan dan memberikan nilai tambah bagi seluruh pemangku kepentingan
- Mewujudkan pembangunan ekonomi, sosial, dan lingkungan yang berkelanjutan
- Mewujudkan kepercayaan seluruh pemangku kepentingan kepada ANTAM.
- To develop and apply world-class best CSR practices
- To create and provide added value for all stakeholders
- To realise sustainable economic, social and environmental development
- To gain stakeholder trust in ANTAM.

Misi CSR ANTAM ANTAM CSR MISSION

Nilai-Nilai CSR ANTAM ANTAM CSR VALUES

- *Respect*: menaruh rasa saling menghormati, mempercayai, menghargai peraturan dan norma, pendapat, pandangan, dan kepentingan pihak lain
- *Harmony*: menjalin kerja sama dan hubungan sinergis dengan semua pemangku kepentingan berdasarkan prinsip menang-menang (*win-win solution*) dan keadilan
- *Sustainability*: memastikan keberlanjutan manfaat bagi generasi sekarang maupun generasi mendatang.
- Mutual respect, trust and respect for regulations and norms, opinions, views and interests of other parties
- Harmony Cooperation and synergistic relations with all stakeholders, based on the principle of win-win solutions and justice
- Ensure sustainability for the benefit of present and future generations

CSR EXCELLENCE [103-2] [103-3]

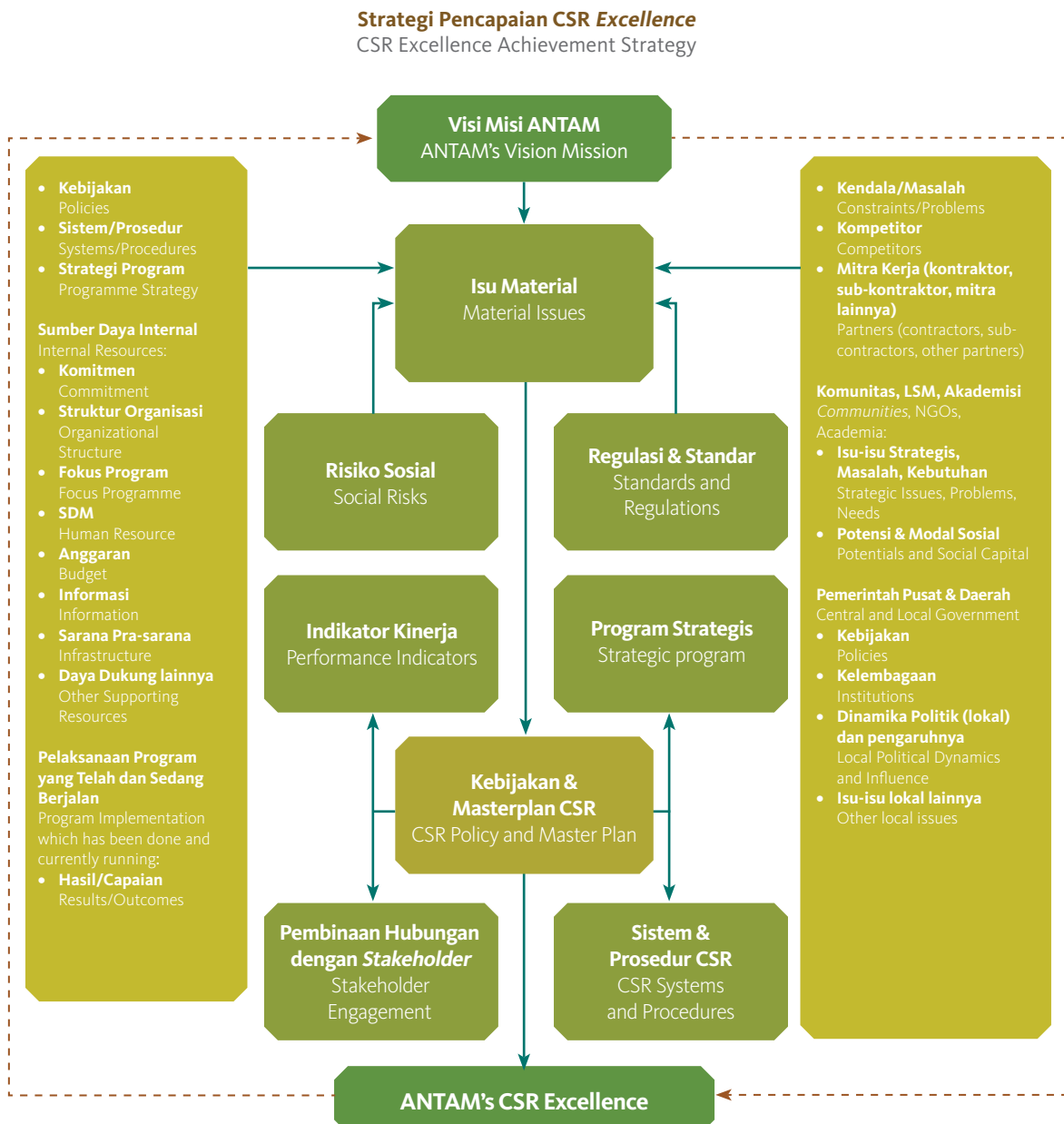
CSR Excellence adalah keunggulan Perusahaan yang tercermin dari kinerja CSR yang optimal. ANTAM telah menyusun strategi pencapaian CSR Excellence dengan berdasarkan visi CSR, isu strategis yang dihadapi Perusahaan, harapan pemangku kepentingan, tinjauan sosio ekonomi pada masing-masing unit/unit bisnis, serta peraturan di tingkat lokal dan berbagai standar internasional.

Gambaran umum tentang interaksi komponen-komponen dalam strategi pencapaian CSR Excellence ANTAM ditunjukkan seperti berikut:

CSR EXCELLENCE [103-2] [103-3]

CSR Excellence is the Company's excellence performance as reflected in the Company's optimum CSR performance. ANTAM has developed strategies for achieving CSR Excellence based on the CSR Vision, Company's strategic issues, stakeholders' expectations, and review of socioeconomic potentials, as well as local regulations and international standards.

The general picture of the interaction of components in strategies to achieve ANTAM CSR Excellence is shown as follows:





Ruang kendali di PLTU UBP Nikel Sulawesi Tenggara
Coal Fired Power Plant control room in Southeast Sulawesi Nickel Mining Business Unit

MASTERPLAN CSR ANTAM 2015-2019 [103-2] [103-3]

Pada tahun 2009, Kami menyusun *Masterplan* CSR ANTAM yang bertujuan agar kegiatan tanggung jawab sosial yang dilakukan dapat terarah menuju kemandirian masyarakat. Kami terus menyempurnakan *masterplan* tersebut, dengan melakukan revisi *Masterplan* CSR ANTAM pada tahun 2014. Hal tersebut dilakukan untuk mengikuti perkembangan dan kondisi masyarakat serta strategi Perusahaan dan kondisi unit-unit bisnis utama, sehingga kegiatan yang dilakukan mencapai keberlanjutan bisnis dalam jangka panjang.

Salah satu penyesuaian penting yang dilakukan ANTAM pada tahun 2017 adalah yang terkait dengan penyesuaian antara program yang dicantumkan dengan Tujuan Pembangunan Berkelanjutan. Hal ini dilaksanakan segera setelah Pemerintah mengeluarkan Peraturan Pemerintah (PP) Nomor 59/2017 tentang Pelaksanaan Pencapaian Tujuan Pembangunan Berkelanjutan. Dengan keluarnya PP tersebut, Indonesia benar-benar telah mengadopsi SDGs secara penuh. Dan karena SDGs dinyatakan sebagai tanggung jawab seluruh pihak, maka SDGs juga yang menjadi pemandu seluruh upaya keberlanjutan Perusahaan, termasuk ANTAM. Oleh karena itu, segera setelah PP diluncurkan, ANTAM melakukan penyesuaian *Masterplan* CSR-nya dengan SDGs. Penyesuaian itu belum sepenuhnya selesai, dan ditargetkan akan benar-benar tercapai integrasinya pada *Masterplan* CSR 2020-2024 yang segera disusun.

Komitmen ANTAM dalam menjalankan program CSR terlihat dari ditetapkannya *Masterplan* CSR 2015-2019 sebagai strategi keberlanjutan Perusahaan. Hal itu bertujuan untuk memaksimalkan program CSR ANTAM semakin terarah terukur dan terkonsolidasi dengan baik.

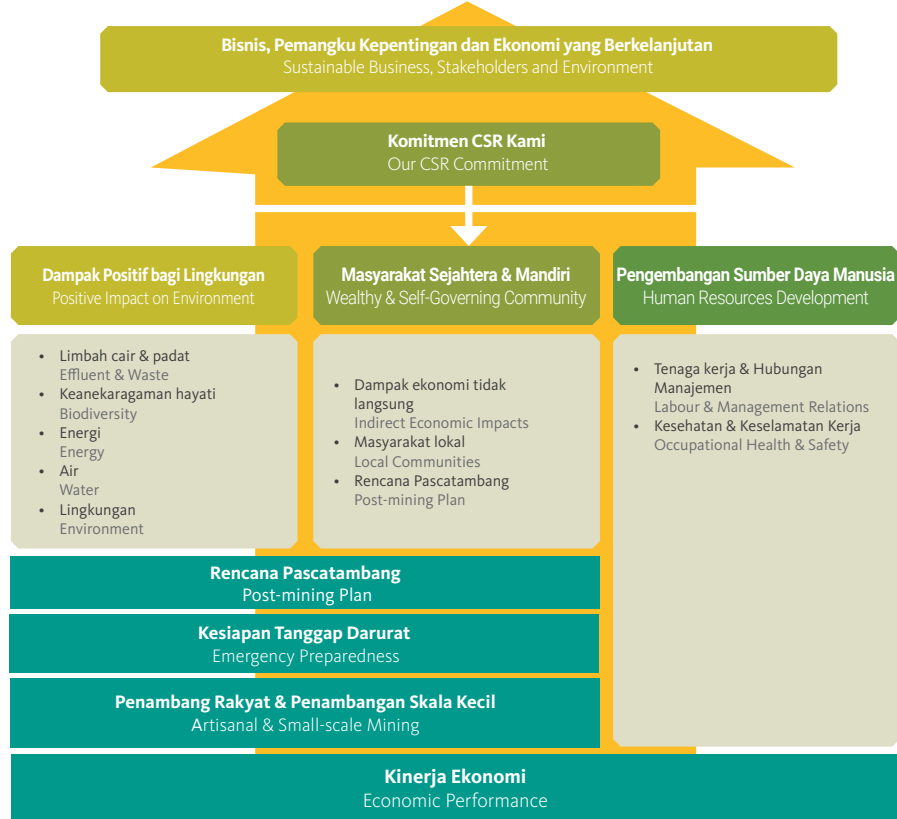
ANTAM CSR MASTERPLAN 2015-2019 [103-2] [103-3]

In 2009, we developed the ANTAM CSR Masterplan which aims to enable social responsibility activities to be directed towards community self-reliance. We continue to refine the masterplan by revising the ANTAM CSR Masterplan in 2014. This is done to recognize the development and condition of society and the Company's strategy and condition of key business units, so that the activities undertaken achieve business sustainability in the long term.

One of the key adjustments made by ANTAM in 2017 is related to the adjustment between the programs listed with the Sustainable Development Goals. This was implemented immediately after Government Regulation No. 59/2017 on the Implementation of the Achievement of Sustainable Development Objectives. With the release of the Regulation, Indonesia has fully adopted the SDGs. And since SDGs are declared as the responsibility of all parties, the SDGs are also the guides of all sustainability efforts of the Company, including ANTAM. Therefore, as soon as the Regulation is launched, ANTAM makes adjustments to its Masterplan CSR with SDGs. The adjustment is not yet fully completed, and it is targeted to be fully integrated into the upcoming CSR Masterplan year 2020-2024.

ANTAM's commitment in running the CSR program is evident from the establishment of the 2015-2019 CSR Master Plan as the Company's sustainability strategy. It aims to maximize the program ANTAM CSR increasingly measurable and well consolidated.

Strategi Keberlanjutan ANTAM ANTAM Sustainability Strategy



ANTAM memiliki beberapa lokasi operasional di wilayah Indonesia, hal itu tentu akan menemukan keunikan karena di setiap wilayah operasional karakteristik masyarakat dan kondisi yang berbeda. Oleh karena itu, dalam menyusun *Masterplan* ANTAM membagi dalam empat unit bisnis ANTAM (UBP Nikel Sulawesi Tenggara, UBP Emas, UBP Nikel Maluku Utara, dan UBP Bauksit) sesuai dengan kondisi lingkungan, sosial, dan budaya daerah masing-masing. Mulai tahun 2017, ANTAM menambahkan *Masterplan* CSR, yakni *Masterplan* Kantor Pusat (KP). Dengan demikian, total terdapat lima *Masterplan* CSR ANTAM yang dijalankan, yakni Kantor Pusat, UBP Nikel Sulawesi Tenggara, UBP Emas, UBP Nikel Maluku Utara, dan UBP Bauksit.

Adanya *Masterplan* di tingkat unit bisnis akan menyempurnakan perencanaan *Masterplan* CSR ANTAM di tingkat korporasi. *Masterplan* CSR tingkat korporasi sendiri di dalamnya memaparkan strategi Perusahaan untuk memenuhi kewajiban hukum terhadap pemangku kepentingan.

ANTAM has several operational locations in the territory of Indonesia, it will certainly find the uniqueness because in every operational area meet different people and conditions. Therefore, in preparing the *Masterplan*, ANTAM is divided into four business units (Southeast Sulawesi Nickel Mining Business Unit, Gold Mining Business Unit, North Maluku Nickel Mining Business Unit and Bauxite Mining Business Unit) in accordance with the environmental, social and cultural conditions of each region. In the beginning of 2017, ANTAM added CSR *Masterplan*, namely *Masterplan* Head Office. Thus, there are a total of five ANTAM CSR *Masterplan* that run, namely Head Office, Southeast Sulawesi Nickel Mining Business Unit, Gold Mining Business Unit, North Maluku Nickel Mining Business Unit, and Bauxite Mining Business Unit.

The existence of a *Masterplan* at the business unit level will improve the planning of the ANTAM CSR *Masterplan* at the corporate level. The corporate-level CSR *Masterplan* itself describes the Company's strategy to fulfill its legal obligations to stakeholders.



MASTERPLAN CSR KANTOR PUSAT (KP)

Pada tahun 2017, Kantor Pusat ANTAM menyusun Masterplan CSR, sebagai upaya keterlibatan secara langsung dalam program CSR yang dilaksanakan di berbagai unit/unit bisnis. Hal ini merupakan wujud komitmen tanggung jawab Kantor Pusat ANTAM untuk turut serta dalam pelaksanaan program pengembangan masyarakat.

Dalam *Masterplan* CSR KP dijelaskan bahwa proses perancangan atau desain program dilakukan dengan studi pemetaan sosial. Selain itu, kami menyelaraskan dengan Rencana Pembangunan Jangka Menengah Daerah (RPJMD) di setiap wilayah operasional ANTAM. Hal ini dilakukan agar program yang dijalankan relevan dengan kebutuhan pengembangan masyarakat.

Dalam merancang program CSR dilakukan dengan berbagai metode, antara lain: 1) *Workshop/lokakarya* internal; 2) *Penyusunan Logframe Program (Logical Framework Analysis/ LFA)*; 3) *Focus Group Discussion (FGD)*; dan 4) *Penyusunan Terms of Reference (ToR) Program*.

Poin penting program CSR KP yakni pelaksanaan program CSR dilakukan dengan skema kerja sama kemitraan dengan pelaku pembangunan lainnya seperti instansi pemerintah, lembaga pendidikan/perguruan tinggi, LSM, konsultan dan kelompok/ organisasi kemasyarakatan, atau sering disebut sebagai TRI MITRA (Pemerintah, Swasta dan Masyarakat). Dengan adanya kemitraan tiga sektor diharapkan keberlanjutan program dalam jangka panjang dapat diwujudkan.

HEAD OFFICE CSR MASTERPLAN

In 2017, ANTAM Head Office prepares CSR Masterplan, as an effort to engage directly in CSR programs implemented in various business units/units. This is a manifestation of the responsibility of ANTAM Head Office to participate in community development.

In the Head Office CSR Masterplan, it is explained that the process of planning or program design is done by social mapping study. In addition, we synchronize with the Medium Term Development Plan (RPJMD) in each ANTAM operational area. This is done so that the programs that run relevant to the needs of community development.

In designing the CSR program, it was done by various methods, among others: 1) Internal workshop; 2) Logical Framework Analysis (LFA); 3) Focus Group Discussion (FGD); and 4) Preparation of Terms of Reference (ToR) Program.

The important points of the CSR Head Office program are the implementation of the CSR program with partnership schemes with other development actors such as government agencies, educational institutions/universities, NGOs, consultants and community groups/organizations, or often referred to as TRI MITRA (Government, Private and Community). With a three-sector partnership it is expected that long-term sustainability of the program can be realized.

PROGRAM STRATEGIS PENGEMBANGAN MASYARAKAT BERKELANJUTAN KANTOR PUSAT 2017-2021 HEAD OFFICE STRATEGIC PROGRAM FOR SUSTAINABLE COMMUNITY DEVELOPMENT HEAD OFFICE 2017-2021

GOAL	PENINGKATAN KEMANDIRIAN DAN HARMONISASI MASYARAKAT SEKITAR ANTAM Improvement of the self-reliant and harmonization of the community around ANTAM					
PERFORMANCE	Meningkatnya Kualitas Sekolah Improvement of Schools's Quality	Meningkatnya Kualitas Kesehatan Masyarakat Improvement of Community's Health Quality	Meningkatkan Ekonomi Masyarakat Berbasis Potensi Lokal Improvement of Local Potential-Based Socio-Economy	Membangun Masyarakat Berbudaya Developing A Cultural Society	Meningkatkan Kelestarian Alam dan Lingkungan Improvement of Nature and Environment Preservation	Peningkatan Kualitas Lembaga Improvement of Institutionals's Quality
PROGRAM	Pendidikan Education	Kesehatan Health	Ekonomi Lokal Local Economy	Sosial Budaya Socio-Culture	Lingkungan Environment	Pengembangan Kapasitas Kelembagaan Strengthening Institutional Capacity

MASTERPLAN CSR UBP EMAS

ANTAM berkomitmen menjalankan program CSR sesuai dengan prinsip-prinsip dan tujuan pembangunan berkelanjutan. Fokus utama yaitu merumuskan konsep pengembangan bisnis baru pascatambang di UBP Emas. Kami memiliki kajian dalam merumuskan perencanaan pascatambang yang strategis dengan pertimbangan sebagai berikut:

- Merupakan aset yang harus dioptimalkan sebagai salah satu tambang emas bawah tanah di Pulau Jawa, dengan kekayaan ilmu geologi dan tambangnya, sekaligus merupakan potensi yang dapat dimanfaatkan untuk ilmu pengetahuan baik melalui pendidikan dan wisata tambang bawah tanah.
- Keberadaan Taman Nasional Gunung Halimun Salak dengan kekayaan flora dan fauna eksotis di dalamnya, ditunjang dengan bentang alam yang dimilikinya menjadi daya tarik tersendiri. Kondisi ini sangat potensial jika dikembangkan sebagai tempat penelitian dan wisata alam.
- Keberlanjutan bisnis Perusahaan dan masyarakat sekitar lokasi pertambangan.

Kami melihat potensi yang dimiliki wilayah Pongkor dan sekitarnya, terutama dari segi aspek geologi, teknologi pertambangan, dan keanekaragaman hayati maka rencana strategis pascatambang di wilayah tersebut yaitu Agrogeoedutourism. Secara umum mencakup pengembangan pendidikan, pelatihan dan penelitian, wisata tambang, pemulihan degradasi lahan, ekonomi, dan pengembangan pemanfaatan keanekaragaman hayati, serta potensi kawasan wisata alam.

GOLD MINING BUSINESS UNIT CSR MASTERPLAN

ANTAM is committed to running CSR programs in accordance with the principles and objectives of sustainable development. The main focus is to formulate the concept of new post-mining business development at Gold Mining Business Unit. We have reviews in formulating strategic post-mining planning with the following considerations:

- It is an asset that must be optimized as one of the underground gold mines in Java Island, with a wealth of geological science and mining, as well as a potential that can be utilized for science both through education and underground mining tourism.
- The existence of Halimun Salak Mountain National Park with the richness of exotic flora and fauna in it, supported by its own landscape becomes its own attraction. This condition is very potential if developed as a place of research and nature tourism.
- The Company's business sustainability of communities around the mining sites.

We see the potential resources of Pongkor and the surrounding areas, including geological, mining technology and biodiversity, the Company developed a post-mining strategic plan for agro-geo-edu-tourism which generally includes the development of education, training and research, mining tour, restoration of degraded land, economy, development of the potential use of diversity as well as the potential as an ecotourism area

PROGRAM STRATEGIS PENGEMBANGAN MASYARAKAT BERKELANJUTAN UBP EMAS 2016-2020

STRATEGIC SUSTAINABLE COMMUNITY DEVELOPMENT PROGRAM IN GOLD MINING BUSINESS UNIT 2016-2020

GOAL	AGROGEOEDUTOURISM					
PERFORMANCE	Meningkatnya Kualitas SDM di bidang ilmu pengetahuan & teknologi Increase of quality of human resources in knowledge and technology	Meningkatnya Kualitas Kesehatan Masyarakat Increase of community's health quality	Meningkatkan Ekonomi Masyarakat Berbasis Potensi Lokal Increase of community economy based on local potential	Membangun Masyarakat Madani Building civil society	Meningkatkan Kelestarian Alam dan Lingkungan Conserve the nature and environment	Menciptakan Lembaga Usaha Baru Creation of new business organization
PROGRAM	Pendidikan Education	Kesehatan Health	Ekonomi Lokal Local Economy	Sosial Budaya Socio-Culture	Lingkungan Environment	Penguatan Kapasitas Kelembagaan Strengthening institutional capacity



MASTERPLAN CSR UBP NIKEL SULAWESI TENGGARA (2016-2020)

UBP Nikel Sulawesi Tenggara merupakan salah satu unit bisnis operasional ANTAM yang berlokasi di Pomalaa, Kabupaten Kolaka, Sulawesi Tenggara. UBP Nikel Sulawesi Tenggara sebagai bagian dari ANTAM juga mempunyai komitmen kuat untuk menjalankan prinsip-prinsip dan tujuan pembangunan berkelanjutan di dalam setiap proses operasinya. Komitmen tersebut salah satunya diwujudkan dengan menyusun *Masterplan* CSR UBP Nikel Sulawesi Tenggara 2016-2020 dengan mengacu pada *Masterplan* CSR Korporat 2015-2019 sebagai pedoman dan arahan yang langsung dikoordinasikan oleh Direktorat Human Capital dan CSR.

SOUTHEAST SULAWESI NICKEL MINING BUSINESS UNIT CSR MASTERPLAN (2016-2020)

Southeast Sulawesi Nickel Mining Business Unit - is one of ANTAM's operational business units located in Pomalaa Village, Pomalaa District, Kolaka, Southeast Sulawesi. Southeast Sulawesi Nickel Mining Business Unit part of ANTAM has a strong commitment to implement the principles as well as sustainable development goals in its operational processes. That commitment is realized by developing a CSR Masterplan for Southeast Sulawesi Nickel Mining Business Unit 2016-2020, referring to the Corporate CSR Master Plan 2015-2019 as a guideline and directions, which is directly coordinated by the Directorate of HC and CSR.

PROGRAM STRATEGIS PENGEMBANGAN MASYARAKAT BERKELANJUTAN UBP NIKEL SULAWESI TENGGARA 2016 - 2020 STRATEGIC SUSTAINABLE COMMUNITY DEVELOPMENT PROGRAM IN SOUTHEAST SULAWESI NICKEL MINING BUSINESS UNIT 2016-2020

GOAL	MENINGKATNYA KONDISI SOSIAL EKONOMI MASYARAKAT Increased of Community's Social and Economic Condition					
PERFORMANCE	Meningkatnya Kualitas SDM di bidang Iptek Increase of quality of human resources in knowledge and technology	Meningkatnya Kualitas Kesehatan Masyarakat Increase of community's health quality	Meningkatkan Ekonomi Masyarakat Berbasis Potensi Lokal Increased of community economy based on local potential	Meningkatkan Kelestarian Alam dan Lingkungan Conserve the nature and environment	Meningkatkan Tata Kelola Organisasi Increase institutional governance	Membangun Masyarakat Madani Building civil society
PROGRAM	Pendidikan Education	Kesehatan Health	Ekonomi Lokal Local economy	Lingkungan Environment	Penguatan Kapasitas Kelembagaan Strengthening institutional capacity	Sosial Budaya Socio-Culture

MASTERPLAN CSR UBP NIKEL MALUKU UTARA (2016-2020)

UBP Nikel Maluku Utara merupakan salah satu unit bisnis operasional ANTAM yang berlokasi di Kecamatan Maba dan Kecamatan Kota Maba, Kabupaten Halmahera Timur, Maluku Utara. Hal menarik dari *Masterplan* CSR UBP Nikel Maluku Utara, keberadaan wilayah konsesi yang mencakup 2 kecamatan tentu mempunyai tantangan dan strategi tersendiri bagi UBP Nikel Maluku Utara dalam membuat rencana, pelaksanaan serta tahapan *monitoring*-evaluasi terkait tanggung jawab sosial Perusahaan (CSR).

NORTH MALUKU NICKEL MINING BUSINESS UNIT CSR MASTERPLAN (2016-2020)

North Maluku Nickel Mining Business Unit is one of ANTAM's operational business units located in Maba sub-district and Maba Kota sub-district, East Halmahera regency, North Maluku. It is interesting from North Maluku Nickel Business Unit Masterplan CSR, The existence of concession area covering 2 sub-districts certainly has its own challenge and strategy for North Maluku Nickel Mining Business Unit in making plans, implementation and stages of monitoring-evaluation related to corporate social responsibility (CSR).

Komitmen kuat untuk menjalankan prinsip-prinsip dan tujuan pembangunan berkelanjutan di dalam setiap proses operasinya, salah satunya diwujudkan dengan menyusun *Masterplan* CSR UBP Nikel Maluku Utara 2016-2020 dengan mengacu pada *Masterplan* Korporat 2015-2019. *Masterplan* tersebut difokuskan pada program yang terkait dengan pengelolaan sosial yang langsung dikoordinasikan oleh Direktorat Human Capital dan CSR.

With strong commitment to implement the principles and objectives of sustainable development in every process of its operation, one of which is realized by preparing the North Maluku Nickel Mining Business Unit CSR Masterplan 2016-2020 with reference to the Corporate Masterplan 2015-2019. The Master Plan is focused on programs related to social management that are directly coordinated by the Human Capital and CSR Directorate.

PROGRAM STRATEGIS PENGEMBANGAN MASYARAKAT BERKELANJUTAN UBP NIKEL MALUKU UTARA 2016 - 2020
STRATEGIC SUSTAINABLE COMMUNITY DEVELOPMENT PROGRAM IN NORTH MALUKU NICKEL MINING BUSINESS UNIT 2016-2020

GOAL	PENINGKATAN KEMANDIRIAN DAN HARMONISASI MASYARAKAT MALUT Harmonious Relations With The Community and Increased of Livelihood Quality of The Surrounding Community					
PERFORMANCE	Meningkatnya Kualitas Sekolah Increase of quality of high schools	Meningkatnya Kualitas Kesehatan Masyarakat Increase of quality of community's health	Meningkatkan Ekonomi Masyarakat Berbasis Potensi Lokal Increased of community economy based on local potential Bui	Membangun Masyarakat Berbudaya Build a civilised society	Meningkatkan Kelestarian Alam dan Lingkungan Conserve the nature and environment	Peningkatan Kualitas Lembaga Increase of institutional quality
PROGRAM	Pendidikan Education	Kesehatan Health	Ekonomi Lokal Local Economy	Sosial Budaya Socio-Culture	Lingkungan Environment	Penguatan Kapasitas Kelembagaan Strengthening institutional capacity

MASTERPLAN CSR UBP BAUKSIT – KALIMANTAN BARAT (2016-2020)

UBP Bauksit merupakan salah satu unit bisnis ANTAM yang berlokasi di Tayan, Kabupaten Sanggau, Kalimantan Barat. Komitmen kuat untuk menjalankan prinsip-prinsip dan tujuan pembangunan berkelanjutan di dalam setiap proses operasinya, salah satunya diwujudkan dengan menyusun *Masterplan* CSR UBP Bauksit 2016-2020 dengan mengacu pada *Masterplan* Korporat 2015-2019. *Masterplan* tersebut difokuskan pada program yang terkait dengan pengelolaan sosial yang langsung dikoordinasikan oleh Direktorat Human Capital dan CSR.

BAUXITE MINING BUSINESS UNIT – WEST KALIMANTAN CSR MASTERPLAN (2016-2020)

Bauxite Mining Business Unit is one of ANTAM's business units located in Tayan, Sanggau District, West Kalimantan. The strong commitment to implement the principles and objectives of sustainable development in every process of its operation, one of which is realized by preparing the Bauxite Mining Business Unit CSR Masterplan 2016-2020 with reference to the Corporate Masterplan 2015-2019. The Master Plan is focused on programs related to social management that are directly coordinated by the Directorate of Human Capital and CSR.

PROGRAM STRATEGIS PENGEMBANGAN MASYARAKAT BERKELANJUTAN UBP BAUKSIT 2016 - 2020
STRATEGIC SUSTAINABLE COMMUNITY DEVELOPMENT PROGRAM IN BAUXITE MINING BUSINESS UNIT 2016-2020

GOAL	HUBUNGAN YANG HARMONIS DENGAN MASYARAKAT DAN MENINGKATNYA KUALITAS HIDUP MASYARAKAT SEKITAR Harmonious Relations With The Community and Increased of Livelihood Quality of The Surrounding Community					
PERFORMANCE	Meningkatnya Kualitas Sekolah Increase of quality of high schools	Meningkatnya Kualitas Kesehatan Masyarakat Increase of quality of community's health	Meningkatkan Ekonomi Masyarakat Berbasis Potensi Lokal Strengthening indigenous culture based on its origin	Penguatan Budaya Adat Sesuai Kaidah Aslinya Strengthening indigenous culture based on its origin	Meningkatkan Kelestarian Alam dan Lingkungan Conserve nature and the environment	Menciptakan Lembaga Usaha Baru Creation of new business institution
PROGRAM	Pendidikan Education	Kesehatan Health	Ekonomi Lokal Local Economy	Sosial Budaya Socio-Culture	Lingkungan Environment	Penguatan Kapasitas Kelembagaan Strengthening institutional capacity



PERENCANAAN DAN PENGEMBANGAN MASTERPLAN CSR

Kami memiliki metode dalam proses perencanaan *Masterplan* CSR di unit-unit bisnis. Hal itu bertujuan agar program CSR yang dihasilkan dapat memberikan manfaat maksimal terhadap masyarakat di sekitar wilayah operasional kami. Langkah awal yang kami lakukan adalah dengan melakukan *Community Needs & Assets Assessment* di unit-unit bisnis yang hasilnya menjadi data awal (*baseline*) kondisi sosial, ekonomi, dan budaya masyarakat di daerah operasi. *Needs and Assets Assessment* dilakukan dengan tiga pendekatan untuk memperoleh gambaran yang lebih komprehensif.

CSR MASTERPLAN PLANNING AND DEVELOPMENT

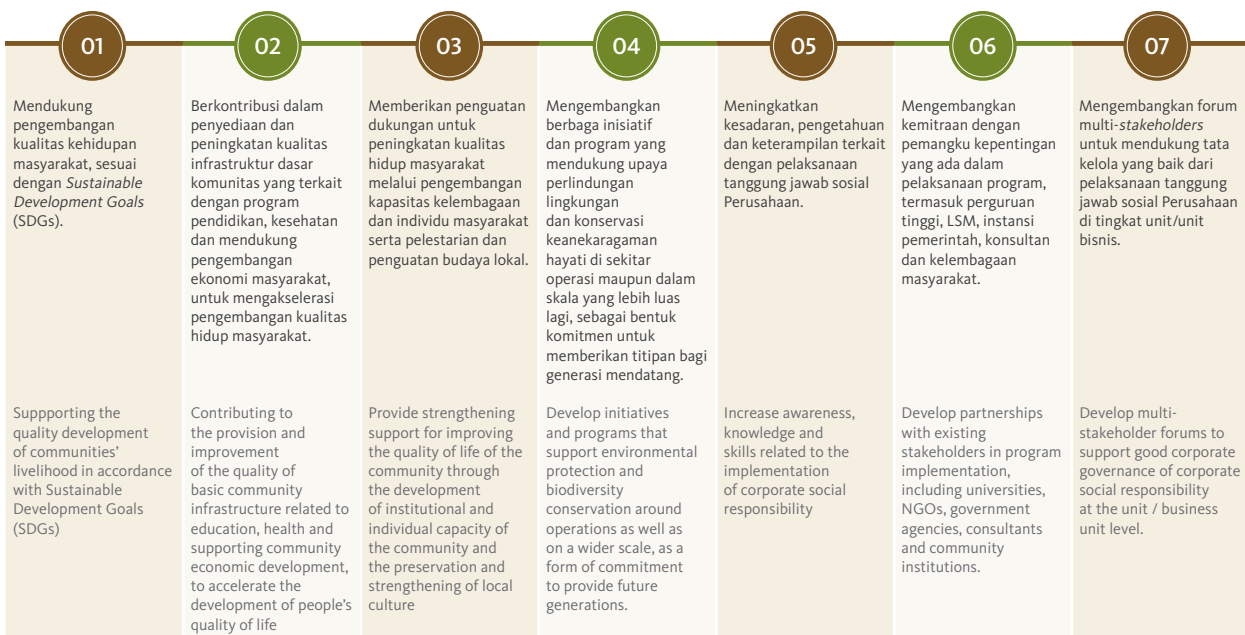
We have methods in the CSR Masterplan planning process in business units. It is intended that the CSR program generated can provide maximum benefits to the communities around our operational areas. Our first step is to conduct *Community Needs & Assets Assessment* in business units that result into baseline data on social, economic, and cultural conditions of the community in the area of operation. *Needs and Assets Assessment* is done with three approaches to obtain a more comprehensive picture.

PENDEKATAN PERENCANAAN MASTERPLAN [103-1] APPROACHES IN DEVELOPING MASTERPLAN [103-1]

ICMM Stakeholder Research Toolkit 2015	Untuk memahami masyarakat dan relasinya dengan Perusahaan To understand the community and its relations with the Company Memuat seluruh aspek relasional yang perlu diketahui Includes all material relational aspects
Sustainable Livelihoods Framework	Untuk mengidentifikasi berbagai jenis modal atau kapital di masyarakat To identify existing capital in the community Pengukuran kuantitatif untuk jenis modal yang membutuhkan bantuan pihak eksternal untuk dikembangkan Quantitative measurements for type of capital needed from external parties
PROPER Kementerian Lingkungan Hidup dan Kehutanan	Salah satu dasar dalam melakukan penilaian kebutuhan dan aset masyarakat One of the basis in conducting community needs and assets assessment Menghubungkan pengelolaan sosial dengan pengelolaan lingkungan yang baik Connects social management with good environmental management Untuk mendapatkan penilaian PROPER yang lebih baik di unit bisnis To achieve better PROPER rating in every business unit
Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals, SDGs)	Untuk memastikan kesesuaian antara program yang direncanakan dengan salah satu atau lebih Tujuan SDGs To ensure compatibility of planned program with one Goal or more of SDGs

STRATEGI DASAR UNTUK PENGELOLAAN PROGRAM CSR

FUNDAMENTAL STRATEGY IN CSR PROGRAM MANAGEMENT



PEMBINAAN HUBUNGAN DENGAN PEMANGKU KEPENTINGAN

ANTAM memandang pentingnya memahami kebutuhan para pemangku kepentingan untuk mencapai keberlanjutan usaha. Untuk itu ANTAM telah melakukan identifikasi kelompok pemangku kepentingan di seluruh wilayah operasional.

Perusahaan melakukan identifikasi pemangku kepentingan berdasarkan data primer penelitian lapangan sesuai dengan metodologi identifikasi pemangku kepentingan yang tertera pada AA1000 Stakeholder Engagement Standard (AA1000SES) 2015. [102-42]

MANAGING RELATIONS WITH STAKEHOLDERS

ANTAM sees the importance of understanding the needs of stakeholders to achieve business sustainability. To that end, ANTAM has identified stakeholder groups across all operational.

The Company identifies stakeholders based on primary field research data in accordance with the stakeholder identification methodology listed in the AA1000 Stakeholder Engagement Standard (AA1000SES) 2015. [102-42]

METODE IDENTIFIKASI KELOMPOK PEMANGKU KEPENTINGAN [102-42]

METHOD OF STAKEHOLDERS IDENTIFICATION [102-42]

Dependency (D)	ANTAM memiliki ketergantungan pada seseorang atau sebuah organisasi, atau sebaliknya ANTAM has dependency on someone or on organizations, or vice versa
Responsibility (R)	ANTAM memiliki tanggung jawab legal, komersial atau etika terhadap seseorang atau sebuah organisasi ANTAM has legal, commercial and/or ethical responsibility towards someone or an organization
Tension (T)	Seseorang atau sebuah organisasi memiliki pengaruh terhadap ANTAM terkait isu ekonomi, sosial atau lingkungan tertentu Someone or an organization needs ANTAM's special attentions related to certain economic, social, and environmental issues
Influence (I)	Seseorang atau sebuah organisasi memiliki pengaruh terhadap ANTAM atau strategi atau kebijakan pemangku kepentingan lain Someone or an organization has an influence over ANTAM or strategy or stakeholder policy
Diverse Perspective (DP)	Seseorang atau sebuah organisasi memiliki pandangan yang berbeda yang dapat mempengaruhi situasi dan mendorong adanya aksi yang tidak ada sebelumnya Someone or an organization has different opinions that could effect the current situation and/or create new actions
Proximity (P)	Seseorang atau sebuah organisasi memiliki kedekatan geografis dan operasional dengan ANTAM Someone or an organization is geographically located near ANTAM operations

Selain menggunakan metode yang ditetapkan dalam AA1000 SES untuk mengidentifikasi pemangku kepentingan, ANTAM juga memanfaatkan ISO 26000 untuk memandu proses identifikasi tersebut. Hasil dari pemetaan pemangku kepentingan tersebut dimanfaatkan untuk melakukan pembinaan hubungan dengan pemangku kepentingan (*stakeholder engagement*), pengelolaan isu, dan merumuskan program pengembangan masyarakat yang sesuai dengan konteks lokal.

ANTAM melakukan banyak sekali pertemuan dengan para pemangku kepentingan di masing-masing wilayah operasionalnya. Pertemuan tersebut bisa bersifat berkala, namun ada juga pertemuan-pertemuan yang sifatnya sesuai dengan kebutuhan. Berbagai pertemuan bersifat multi-pemangku kepentingan, namun sebagian besarnya dilakukan berdasarkan isu spesifik yang dikelola, sehingga melibatkan pemangku kepentingan yang lebih terbatas.

In addition to using the methods specified in AA1000 SES to identify stakeholders, ANTAM also utilizes ISO 26000 to guide the identification process. The results of the stakeholder mapping are used to foster stakeholder engagement, issue management, and formulate community development programs that are appropriate to the local context.

ANTAM has conducted many meetings with stakeholders in each of its operational areas. The meetings can be periodic, but there are also meetings that are in accordance with the needs. Meetings are multi-stakeholder, but most are based on specific issues being managed, thus involving more limited stakeholders.



Pertemuan multi-pemangku kepentingan dihadiri oleh wakil-wakil dari kelompok pemangku kepentingan, seperti pemerintah daerah, perwakilan masyarakat, anggota legislatif, perwakilan LSM, manajer Perusahaan pertambangan setempat, tenaga ahli, akademisi, penerima manfaat program, dan unsur pemangku kepentingan lainnya. [102-40]

Multi-stakeholder meetings are attended by representatives of stakeholder groups, such as local government, community representatives, legislative members, NGO representatives, local mining Company managers, experts, academics, program beneficiaries, and other stakeholder elements. [102-40]

Secara ringkas, seluruh pembinaan hubungan dengan pemangku kepentingan ANTAM dipandu oleh *stakeholder engagement strategy* sebagai berikut:

In summary, all relationships with ANTAM stakeholders are guided by stakeholder engagement strategy as follows:

STRATEGI PEMBINAAN HUBUNGAN DENGAN PEMANGKU KEPENTINGAN [102-42] [102-43] [102-44]
STAKEHOLDER ENGAGEMENT STRATEGY [102-42] [102-43] [102-44]

No.	Kelompok Pemangku Kepentingan Stakeholder Group	Basis Identifikasi Attribute for Identification	Topik Utama Main Topics	Tingkat, Metode dan Frekuensi Level, Method and Frequency
1	Pemegang Saham Shareholders	D, R, I, P	Pertanggungjawaban kinerja ekonomi, lingkungan, dan sosial Perusahaan Accountability of the Company's economic, environmental, and social performance	Pemberian Informasi dan Pelibatan <ul style="list-style-type: none"> Publikasi rutin (laporan tahunan, laporan keuangan kuartalan, laporan eksplorasi kuartalan) dan <i>website</i> Forum multi-pemangku kepentingan, penyelenggaraan RUPS, minimal 1 kali dalam setahun Information Dissemination and Involvement <ul style="list-style-type: none"> Regular publications (annual report, quarterly financial statements, quarterly exploration report) and <i>website</i> Multi-stakeholder forum, Annual GMS implementation held minimum once a year.
2	Karyawan & Serikat Pekerja Employee & Labour Unions	D, R, T, I, P	1. Kinerja K3 2. Kesejahteraan karyawan 1. OHS Performance 2. Employee welfare	Pemberian Informasi, Konsultasi, Negosiasi, dan Pelibatan <ul style="list-style-type: none"> Buletin di korporasi, buletin di unit bisnis, komunikasi melalui email dan intranet, <i>website</i> Survei keterikatan karyawan, yang meliputi <i>culture, satisfaction</i>, persepsi, dan lain-lain Penyusunan dan penetapan perjanjian kerja bersama (PKB) untuk jangka waktu tiga tahun Forum bipartit antara ANTAM dan serikat pekerja Information Dissemination, Consultation, Negotiation, and Involvement: <ul style="list-style-type: none"> Bulletins in corporation and business units, communication via email and intranet, <i>website</i> Employee engagement survey, employee satisfaction survey Preparation and determination of the collective labour agreement (CLA) for a period of three years Bipartite forum between ANTAM and labour unions

STRATEGI PEMBINAAN HUBUNGAN DENGAN PEMANGKU KEPENTINGAN [102-42] [102-43] [102-44] STAKEHOLDER ENGAGEMENT STRATEGY [102-42] [102-43] [102-44]

No.	Kelompok Pemangku Kepentingan Stakeholder Group	Basis Identifikasi Attribute for Identification	Topik Utama Main Topics	Tingkat, Metode dan Frekuensi Level, Method and Frequency
3	Pemerintah Pusat dan Daerah, serta Anggota Legislatif Central and Local Government, and Members of Parliament	D, R, T, I, DP, P	<ul style="list-style-type: none"> Pemberdayaan masyarakat melalui program CSR Pembayaran pajak dan kewajiban kepada Negara Empowering communities through CSR program Payment of taxes and obligations to the state 	<p>Pembinaan Hubungan dengan Pemangku Kepentingan</p> <ul style="list-style-type: none"> Pemberian masukan kepada pemerintah untuk beragam kebijakan dan regulasi Pelaporan rutin (AMDAL, RKTTL, Rencana Pascatambang laporan kuartalan ke OJK dan sebagainya) dan <i>website</i> Konsultasi kepada K/L dan dinas, konsultasi publik, RUPK Musyawarah Perencanaan Pembangunan (Musrenbang) dengan pemerintah daerah; Pembayaran pajak, PNPB dan kewajiban lainnya kepada Negara Integrasi perwakilan Pemerintah dalam Dewan Komisaris ANTAM <p>Managing Relations with Stakeholders</p> <ul style="list-style-type: none"> Providing input to the government on various policies and regulations Regular reports (EIA, RKTTL, post-mining plan, quarterly reports to OJK, other) and website Consultation with ministries/agencies and regional bodies, public consultation, RUPK Development Planning Meeting (Musrenbang), with local governments. Payment of tax, non-tax revenues and other obligations to the state Integration of government representatives in ANTAM Board of Commissioners
4	Industri, Pelaku Usaha Pertambangan & Asosiasi Usaha Industry, Mining Companies & Business Associations	T, I, P	<ul style="list-style-type: none"> Penerapan <i>Good Mining Practices</i> Persepsi negatif terhadap sektor pertambangan Regulasi pertambangan, khususnya terkait pembatasan ekspor bahan mentah dan kewajiban pembangunan <i>smelter</i> Implementation of Good Mining Practices Negative perception on the mining sector Mining regulation, particularly related to raw material export restrictions and obligation on smelter construction 	<p>Advokasi, Pemberian Informasi, Konsultasi, dan Kolaborasi</p> <ul style="list-style-type: none"> Pemberian masukan kepada pemerintah melalui IMA, PERHAPI, dll <i>website</i>, presentasi di berbagai seminar dan konferensi Konsultasi publik, RUPK Penyelenggaraan proyek bersama, dan pengembangan kapasitas, dilakukan sesuai kebutuhan <p>Advocacy, Informing, Consultation and Collaboration</p> <ul style="list-style-type: none"> Providing input to the government through IMA, PERHAPI, others Website, delivering presentations at various seminars and conferences Public consultation, RUPK Joint implementation of projects, and capacity building carried out as per requirements
5	Kontraktor & Mitra Kerja Lain Contractors & other Business Partners	D, R, T, P	<ul style="list-style-type: none"> Transparansi pengadaan barang dan jasa Kinerja ekonomi, sosial dan lingkungan Pengamanan aset ANTAM sebagai objek vital nasional Transparency in procurement of goods and services Economic, social and environmental performance Security of ANTAM assets as strategic national assets 	<p>Pemberian Informasi dan Kolaborasi</p> <ul style="list-style-type: none"> Penyelenggaraan penawaran (tender) kontrak kerja reguler secara terbuka dan transparan; dokumen kontrak kerja yang memuat ketataan pada hukum, termasuk aspek HAM, K3, dan lingkungan Pelaksanaan proyek bersama; koordinasi rutin dengan Polri dan TNI terkait pengamanan aset ANTAM dan penegakan hukum <p>Information Dissemination and Collaboration</p> <ul style="list-style-type: none"> Implementation of regular tenders in an open and transparent manner; work contract documents containing strict adherence to the law, including human rights, OHS, and the environment Joint implementation of projects; regular coordination with the police and military related to ANTAM asset security and law enforcement



STRATEGI PEMBINAAN HUBUNGAN DENGAN PEMANGKU KEPENTINGAN [102-42] [102-43] [102-44]
STAKEHOLDER ENGAGEMENT STRATEGY [102-42] [102-43] [102-44]

No.	Kelompok Pemangku Kepentingan Stakeholder Group	Basis Identifikasi Attribute for Identification	Topik Utama Main Topics	Tingkat, Metode dan Frekuensi Level, Method and Frequency
6	Pembeli Buyers	D, R, I, P	Kualitas produk dan pelayanan Product and Service Quality	<p>Pemberian Informasi dan Konsultasi</p> <ul style="list-style-type: none"> • Pembuatan kontrak komersial penjualan produk dengan jaminan kualitas produk, kesinambungan pasokan dan ketepatan pengiriman, dilakukan sesuai kebutuhan • Pertemuan reguler dengan konsumen dan survei kepuasan pelanggan minimal 1 tahun sekali <p>Information Dissemination and Consultation</p> <ul style="list-style-type: none"> • Product sale through commercial contract with guarantee on product quality, secure supply and timely delivery, carried out as needed • Regular meetings with consumers and consumer satisfaction survey at least once a year
7	Masyarakat Lokal Local Communities	D, R, T, I, DP, P	<ul style="list-style-type: none"> • Sosialisasi dan penyaluran dana Program Kemitraan dan Bina Lingkungan (PKBL) • Pendampingan dan pemberdayaan masyarakat • Pengelolaan dampak ekonomi, sosial dan lingkungan <ul style="list-style-type: none"> • Dissemination of information and disbursement of funds for the Partnership and Community Stewardship Program (PKBL) • Community mentoring and empowerment • Managing economic, social and environmental impacts 	<p>Pemberian Informasi, Transaksi, Konsultasi, Negosiasi, Pelibatan, Kolaborasi, dan Pemberdayaan</p> <ul style="list-style-type: none"> • Sosialisasi AMDAL; pertemuan rutin dengan warga masyarakat; RUPK; laporan; website • Penyelenggaraan PKBL • Menerima masukan masyarakat dalam proses AMDAL; Rencana Pascatambang partisipasi dalam Musyawarah Perencanaan Pembangunan (Musrenbang) dengan masyarakat dan pemerintah daerah • Penentuan harga yang adil pada pembebasan lahan; negosiasi dalam peluang bisnis dan ketenagakerjaan lokal • Pelibatan masyarakat dalam perencanaan, pelaksanaan, serta monitoring dan evaluasi PKBL dan pengembangan masyarakat • Kerja sama dalam berbagai inisiatif multi-pemangku kepentingan dengan masyarakat lokal, universitas, pemerintah daerah; kemitraan dengan berbagai lembaga • Integrasi wakil masyarakat (Komisaris Independen) ke dalam Dewan Komisaris ANTAM <p>Information Dissemination, Transaction, Consultation, Negotiation, Involvement, Collaboration, and Empowerment</p> <ul style="list-style-type: none"> • Information dissemination on EIA; regular meetings with local communities; RUPK; reports; website • PKBL Implementation • Receive input from the community in the EIA process; Post-mining Plan, participation in Development Planning Meeting (Musrenbang) with local community and regional government • Determining a fair price on land acquisition; negotiating business opportunities and local employment • Community involvement in the planning, implementation, monitoring and evaluation of PKBL and community development • Cooperation in various multi-stakeholder initiatives with local communities, universities, local government; partnerships with various institutions • Integration of community representative (independent commissioner) in ANTAM Board of Commissioners

STRATEGI PEMBINAAN HUBUNGAN DENGAN PEMANGKU KEPENTINGAN [102-42] [102-43] [102-44]
STAKEHOLDER ENGAGEMENT STRATEGY [102-42] [102-43] [102-44]

No.	Kelompok Pemangku Kepentingan Stakeholder Group	Basis Identifikasi Attribute for Identification	Topik Utama Main Topics	Tingkat, Metode dan Frekuensi Level, Method and Frequency
8	Media massa Mass Media	T, I, DP	<ul style="list-style-type: none"> Sosialisasi dan penyaluran dana Program Kemitraan dan Bina Lingkungan (PKBL) Pendampingan dan pemberdayaan masyarakat Pengelolaan dampak ekonomi, sosial dan lingkungan industri pertambangan Kepatuhan terhadap regulasi Dissemination of information and disbursement of funds for the Partnership and Community Stewardship Program (PKBL) Community mentoring and empowerment Managing economic, social and environmental impact for mining industry Compliance with regulations 	<p>Pemantauan, Pemberian Informasi, Konsultasi, dan Pelibatan</p> <ul style="list-style-type: none"> Media monitoring harian Penyampaian informasi rutin; media release dan press conference sesuai kebutuhan; pemberian kesempatan wawancara Media visit sesuai kebutuhan Konsultasi publik, RUPK, media gathering minimal 1 tahun sekali <p>Monitoring, Information Dissemination, Consultation and Involvement</p> <ul style="list-style-type: none"> Daily media monitoring Regular provision of information; media release and press conference as required; providing opportunities for interviews Media visit as required Public consultation, RUPK, media gathering minimum once a year
9	Lembaga Swadaya Masyarakat Non-Governmental Organizations	T, I, DP	<ul style="list-style-type: none"> Sosialisasi dan penyaluran dana Program Kemitraan dan Bina Lingkungan (PKBL) Pendampingan dan pemberdayaan masyarakat Pengelolaan dampak ekonomi, sosial dan lingkungan industri pertambangan Dissemination of information and disbursement of funds for the Partnership and Community Stewardship Program (PKBL) Community mentoring and empowerment Managing economic, social and environmental impacts of mining 	<p>Pemberian Informasi, Konsultasi, dan Kolaborasi</p> <ul style="list-style-type: none"> Sosialisasi AMDAL; laporan; website Konsultasi publik; RUPK Kerja sama penelitian sosial; kerja sama pendampingan dan pemberdayaan masyarakat; kerja sama sosialisasi dan penyaluran dana PKBL, dilakukan sesuai kebutuhan <p>Information Dissemination, Consultation, and Collaboration</p> <ul style="list-style-type: none"> Information dissemination on EIA; reports; website Public consultation; RUPK Collaboration on social research; collaboration in community mentoring and empowerment; collaboration in dissemination and disbursement of PKBL funds, carried out as required
10	Lembaga Pendidikan Educational Institutions	T, I, DP	<ul style="list-style-type: none"> Teknologi dan inovasi pertambangan Pengelolaan dampak ekonomi, sosial dan lingkungan industri pertambangan Mining technology and innovation Managing economic, social, and environmental impacts of mining 	<p>Pemberian Informasi; Konsultasi dan Kolaborasi</p> <ul style="list-style-type: none"> Sosialisasi AMDAL; laporan; website Konsultasi publik; RUPK Kerja sama penelitian sosial dan lingkungan; kerja sama pendampingan dan pemberdayaan masyarakat, dilakukan sesuai kebutuhan <p>Information Dissemination, Consultation and Collaboration</p> <ul style="list-style-type: none"> EIA Dissemination; reports; website Public consultation; RUPK Collaboration on social research; collaboration in community mentoring and empowerment, carried out as required

SEKILAS ANTAM

About Us

Penjualan domestik dan global ke:
**Thailand, India, Malaysia,
Singapura, Tiongkok, Taiwan,
Korea Selatan, Filipina,
Indonesia, Jepang dan Ukraina**

Domestic and global sales to:
Thailand, India, Malaysia,
Singapore, China, South Korea,
Philippines, Japan and Ukraina

Rp 30,01 Triliun
Trillion

Total Aset 2017
2017 Total Assets

Menjadi Bagian dalam Holding Industri
Pertambangan bersama
PT Inalum (Persero), PT Bukit Asam Tbk dan
PT Timah Tbk

Incorporated into the Mining Industry
Holding with PT Inalum (Persero), PT Bukit
Asam Tbk, and PT Timah Tbk

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Vision, Mission and Values

Keanggotaan dalam Asosiasi
Membership in Associations

Jejak Langkah ANTAM
Key Milestones in ANTAM's History

Skala Organisasi
Scale of Organization

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Entitas Anak, Entitas Asosiasi &
Ventura Bersama
Major Shareholder, Subsidiaries,
Associates & Joint Venture

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at ANTAM

SEKILAS ANTAM

About Us



Kantor Pusat PT ANTAM Tbk di Jakarta
Head Office of PT ANTAM Tbk in Jakarta



PT ANTAM Tbk (ANTAM) melaksanakan kegiatan usaha berbasis sumber daya alam dari hulu ke hilir yang mencakup eksplorasi, penambangan, pengolahan, pemurnian, serta pemasaran bijih nikel, feronikel, emas, perak, bauksit, alumina, dan jasa pemurnian logam mulia. [102-1][102-2]

Perusahaan berkomitmen terhadap pelaksanaan praktik operasional yang baik (*good mining practices*) sehingga mampu menghasilkan kualitas produk mineral dan mineral olahan yang dapat diterima oleh pasar domestik dan global. Selain melakukan penjualan dalam negeri, ANTAM juga melakukan penjualan ekspor serta memiliki pelanggan jangka panjang di Thailand, India, Malaysia, Singapura, Tiongkok, Taiwan, Korea Selatan, Filipina, Indonesia, Jepang dan Ukraina. [102-2][102-6]

RIWAYAT SINGKAT

Didirikan dengan nama “Perusahaan Negara (PN) Aneka Tambang” di Republik Indonesia pada tanggal 5 Juli 1968, berdasarkan Peraturan Pemerintah No. 22 tahun 1968

PT ANTAM Tbk (ANTAM) engages with the natural resources-based business activity from upstream to downstream, covering exploration, mining, processing, refining and marketing of nickel ore, ferronickel, gold, silver, bauxite, alumina, coal and precious metal refining services. [102-1][102-2]

The Company remains responsible for good mining practices to produce the high quality of raw mineral dan processed mineral products which acknowledged in domestic and global market. The Company hold a long-term global customers Thailand, India, Malaysia, Singapore, China, Taiwan, South Korea, Philipines, Indonesia, Japan and Ukraine. [102-2][102-6]

BRIEF HISTORY

Established as “Perusahaan Negara (PN) Aneka Tambang” under the laws of the Republic of Indonesia on 5 July 1968 following the Government Regulation No. 22 year 1968

Perusahaan berkomitmen terhadap pelaksanaan praktik operasional yang baik (*good mining practices*) sehingga mampu menghasilkan kualitas produk mineral dan mineral olahan yang dapat diterima oleh pasar domestik dan global.

The Company remains responsible for good mining practices to produce the high quality of raw mineral dan processed mineral products which acknowledged in domestic and global market.

dan diumumkan dalam Tambahan No. 36, BNRI No. 56, tanggal 5 Juli 1968. Pendirian tersebut dilakukan melalui penggabungan beberapa Perusahaan pertambangan nasional yang memproduksi komoditas tunggal. Pada tanggal 14 Juni 1974, berdasarkan PP No. 26 Tahun 1974, bentuk badan hukum ANTAM diubah dari Perusahaan Negara menjadi Perusahaan Perseroan (“Persero”) dan sejak itu dikenal sebagai “Perusahaan Perseroan (Persero) PT Aneka Tambang”. Nama Perseroan kemudian diubah menjadi PT “Aneka Tambang” (Persero) berdasarkan Akta Pendirian Perseroan Terbatas No. 320 tanggal 30 Desember 1974. [102-5]

Pada tahun 1997, ANTAM melakukan penawaran saham perdana kepada masyarakat dengan demikian sejak tanggal 27 November 1997 seluruh saham Perseroan telah tercatat di Bursa Efek Indonesia. Kemudian nama Perseroan berubah menjadi PT Aneka Tambang (Persero) Tbk. berdasarkan Akta Perubahan No. 48 tanggal 15 September 1997.

and announced in Amendment No. 36, BNRI No. 56, dated 5 July 1968, following the merger of several national single-commodity mining companies. On 14 June 1974, based on PP No. 26 year 1974, the legal entity of ANTAM was adjusted from “Perusahaan Negara” to “Perusahaan Perseroan” and since then the Company is known as “Perusahaan Perseroan (Persero) PT Aneka Tambang”. The name of the Company then changed to PT “Aneka Tambang” (Persero) based on Limited Liabilities Company Establishment Deed No. 320 dated 30 December 1974. [102-5]

In 1997, ANTAM conducted initial public offering (IPO), hence the Company has been listed on the Indonesian Stock Exchange since 27 November 1997. Consequently, ANTAM adjusted the name of the Company to PT Aneka Tambang (Persero) Tbk. based on Adjustment Deed No. 48 dated 15 September 1997.



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di ANTAM
Sustainable Governance
at ANTAM

Pada tahun 1999, ANTAM mencatatkan sahamnya dalam bentuk Chess Depository Interest (CDI) di Australia Securities Exchange sebagai *Foreign-Exempt Listing* dan kemudian meningkatkan status pencatatan menjadi *ASX Listing* pada tahun 2002.

In 1999, ANTAM listed its stock in the form of Chess Depository Interest (CDI) on Australia Securities Exchange as *Foreign-Exempt Listing* and further enhance our listing status to *ASX Listing* in 2002.

Seiring dengan pembentukan *Holding* Industri Pertambangan oleh Pemerintah Republik Indonesia, terjadi perubahan komposisi pemegang saham Perseroan sesuai dengan PP No. 47 Tahun 2017 tentang Penambahan Penyertaan Modal Negara Republik Indonesia ke Dalam Modal Saham Perusahaan Perseroan (Persero) PT Indonesia Asahan Aluminium, di mana berdasarkan PP tersebut 15.619.999.999

Along with the establishment of the Mining Industries Holding Company by the Government of the Republic of Indonesia, the alteration occurred in shareholder composition of the Company, in line with Government Regulation number 47 Year 2017 on the Addition of The Republic of Indonesia State Capital Participation in the Share Capital of PT Inalum (Persero), in regards of the Government Regulation,



PLTU di UBP Nikel Sulawesi Tenggara
Southeast Sulawesi Nickel Mining Coal Fired Power Plant

saham seri B milik Negara Republik Indonesia di Perseroan dialihkan kepada Perusahaan Perseroan (Persero) PT Indonesia Asahan Aluminium (“Inalum”) sebagai tambahan penyertaan modal Negara di Inalum. [102-10]

Sebagai hasil dari transaksi tersebut, saham seri B Perseroan sebesar 65% dimiliki oleh Inalum dan oleh publik sebesar 35%. Sedangkan saham seri A Perseroan tetap dimiliki oleh Negara Republik Indonesia. Sehingga status Perseroan yang semula merupakan Persero berubah menjadi Perseroan Terbatas (Non-Persero). [102-5][102-10]

15,619,999,999 of ANTAM's series B stocks will be transferred to Inalum as additional state's capital. [102-10]

Therefore, Inalum will own 65% of Antam shareholder (B Series), while the rest 35% is owned by public. Meanwhile, Antam's series A stock is still on the hand of the state as the controlling shareholder. The Company change its status from Limited Liability to Non-Limited Liability. [102-5][102-10]





VISI, MISI DAN NILAI

Vision, Mission and Values

VISI ANTAM 2030 [102-16]

Menjadi korporasi global terkemuka melalui diversifikasi dan integrasi usaha berbasis sumber daya alam.

VISI ANTAM 2030 [102-16]

“To become a leading global corporation through diversification and integrated natural resource based business”.

MISI ANTAM 2030 [102-16]

1. Menghasilkan produk-produk berkualitas dengan memaksimalkan nilai tambah melalui praktik-praktik industri terbaik dan operasional yang unggul;
2. Mengoptimalkan sumber daya dengan mengutamakan keberlanjutan, keselamatan kerja dan kelestarian lingkungan;
3. Memaksimalkan nilai Perusahaan bagi pemegang saham dan pemangku kepentingan;
4. Meningkatkan kompetensi dan kesejahteraan karyawan serta kemandirian masyarakat di sekitar wilayah operasi.

MISI ANTAM 2030 [102-16]

1. To produce quality products by maximizing added values through industry best-practice implementations and exceptional operations;
2. To optimize resources by prioritizing sustainability, workplace safety and environmental preservation;
3. To maximize corporate values for shareholders and stakeholders.;
4. To enhance workforce competencies and welfare as well as the economic independence of the communities in the surrounding operation areas.

NILAI-NILAI ANTAM [102-16]

PIONEER (*Professionalism, Integrity, gLObal mentality, harmoNy, ExcEllence, Reputation*)

ANTAM'S VALUES [102-16]

PIONEER (Professionalism, Integrity, gLObal mentality, harmoNy, ExcEllence, Reputation)

PRINSIP-PRINSIP TATA KELOLA ANTAM [102-16]

Transparency – Accountability – Responsibility – Independency – Fairness.

ANTAM'S GOVERNANCE PRINCIPLES [102-16]

Transparency – Accountability – Responsibility – Independency – Fairness.

KEANGGOTAAN DALAM ASOSIASI [102-13]

Membership in Associations [102-13]

KEANGGOTAAN DALAM ASOSIASI [102-13]

ANTAM menjalin dan menjaga kemitraan strategis dengan berbagai asosiasi dan institusi eksternal untuk membangun kolaborasi dengan berbagai pemangku kepentingan melalui keanggotaan di sejumlah asosiasi industri, antara lain:

MEMBERSHIP IN ASSOCIATIONS [102-13]

ANTAM establishes and maintains strategic partnerships with external parties and institutions in order to foster collaborations with various stakeholders through memberships in various industry associations, namely:

No.	Nama Organisasi Organization's Name	Status Keanggotaan Membership Status	Keterangan Remarks
1	Asosiasi Emiten Indonesia (AEI)	Anggota Member	Anggota Komite Member of Committee
2	Forum Reklamasi Hutan dan Lahan Bekas Tambang (FRHLBT)	Anggota Member	-
3	Himpunan Ahli Geofisika Indonesia (HAGI)	Anggota Member	Keanggotaan Individu Individual Basis Membership
4	Ikatan Ahli Geologi Indonesia (IAGI)	Anggota Member	-
5	Indonesia Corporate Secretary Association (ICSA)	Anggota Member	-
6	Indonesia Mining Association (IMA)	Anggota Member	Keanggotaan Individu Individual Basis Membership
7	Kamar Dagang dan Industri (KADIN)	Anggota Member	Keanggotaan Individu Individual Basis Membership
8	Komunitas Perseroan Anti Suap (KUPAS)	Anggota Member	-
9	Perhimpunan Ahli Pertambangan Indonesia (Perhapi)	Anggota Member	Keanggotaan Individu Individual Basis Membership
10	Forum Komunikasi Pengelola Lingkungan Pertambangan Indonesia	Anggota Member	Keanggotaan Individu Individual Basis Membership
11	The Institute of Internal Auditor – Indonesia Chapter	Anggota Member	-
12	Forum Komunikasi Satuan Pengawasan Intern (FKSPI)	Anggota Member	-
13	Forum Komunikasi Satuan Pengawasan Intern (FKSPI)-Komisariat ESDM	Anggota Member	-



JEJAK LANGKAH ANTAM

Key Milestones in ANTAM's History

Pertama kali berdiri dengan nama Perusahaan Negara Aneka Tambang dibentuk dari beberapa Perusahaan dan proyek Pemerintah Republik Indonesia

Established as Perusahaan Negara Aneka Tambang following the merger of several state companies and projects.

1968

Pabrik FeNi 2 beroperasi komersial
FeNi 2 Plant commenced operation

1995

Dikeluarkannya Surat Keputusan Menteri Keuangan Republik Indonesia No. Kep. 1768/MK/IV/12/1974, tentang Penetapan Modal Perusahaan Perseroan (Persero) PT Aneka Tambang menjadi Perseroan Terbatas dengan nama PT Aneka Tambang, yang telah memperoleh pengesahan dari Menteri Hukum dan HAM dalam Surat Keputusannya No. Y.A. 5/170/4 tanggal 21 Mei 1975

Issuance of Finance Minister Decision No. Kep. 1768/MK/IV/12/1974 on the change of status of PT Aneka Tambang from public Company to limited liability Company with the name PT Aneka Tambang (Persero), approved by the Minister of Law and Human Rights Decision No. Y.A. 5/170/4 dated 21 May 1975

1975

Tambang nikel Pulau Gee beroperasi
Nickel mine at Gee Island commenced operation

1998

Tambang nikel Tanjung Buli beroperasi
Nickel mine at Tanjung Buli commenced operation

1998

Tambang nikel Pulau Gebe beroperasi
Nickel mine at Gebe Island commenced operation

1979

Status saham Perseroan di ASX meningkat menjadi ASX Listing
Company's status in ASX updated into ASX Listing

2012

2003

Penerbitan obligasi senilai US\$200 juta untuk pendanaan proyek pabrik FeNi 3

ANTAM issued US\$200 million bond to finance FeNi 3 Plant project

1998

Saham ANTAM tercatat di Bursa Saham Australia (ASX)
Secondary listing of ANTAM at the Australian Stock Exchange

1997

ANTAM melakukan Penawaran Umum Perdana di Bursa Efek Jakarta dan Surabaya (sekarang Bursa Efek Indonesia)

Initial Public Offering of ANTAM at Jakarta and Surabaya Exchanges (now Indonesia Stock Exchange)

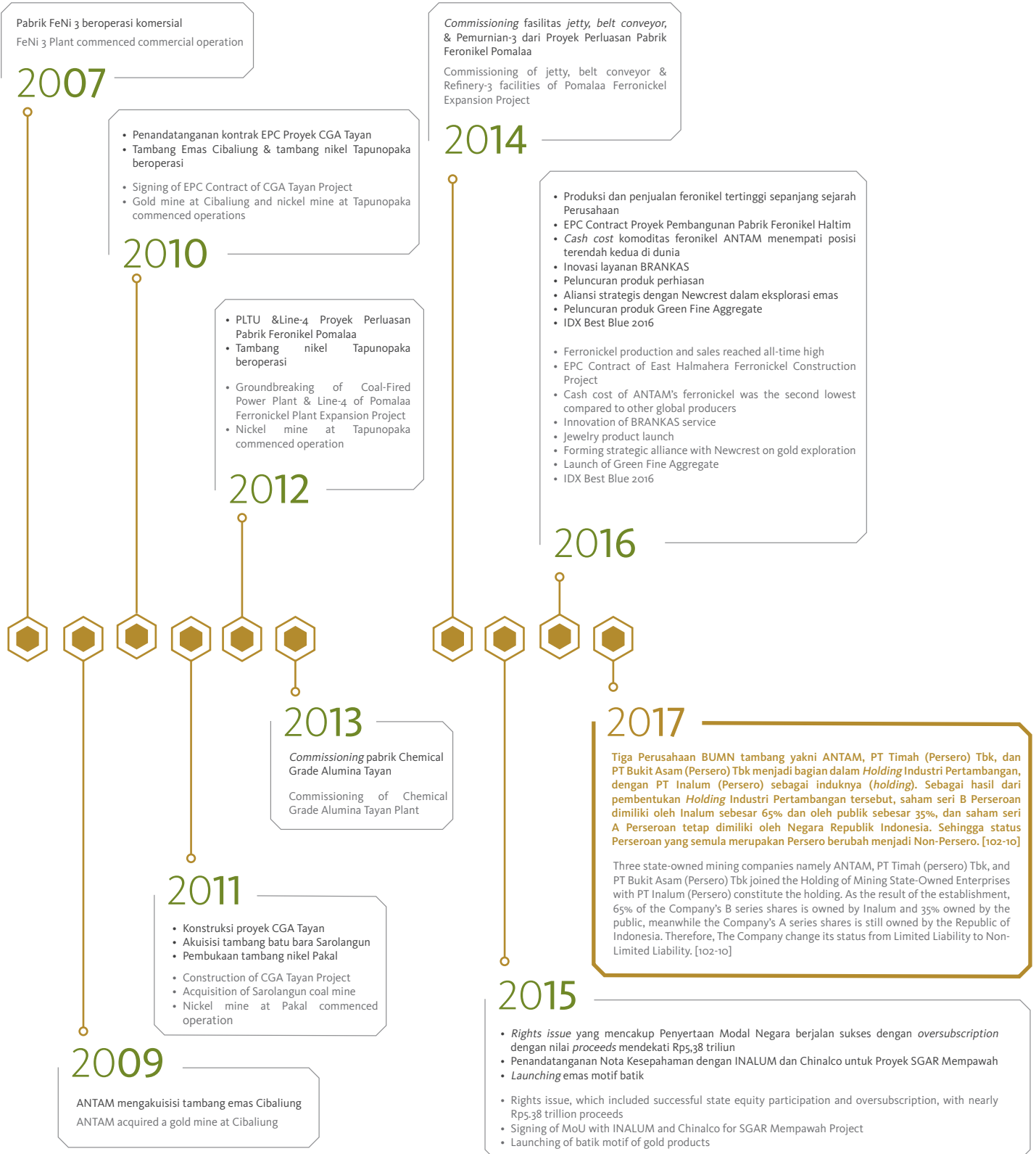
1994

Tambang emas Pongkor beroperasi
Gold mine at Pongkor commenced operation

1974

- Perubahan PN ANTAM menjadi Perusahaan Negara Perseroan Terbatas ("Perusahaan Perseroan") berdasarkan Peraturan Pemerintah No 26 tahun 1974
- Perubahan ANTAM menjadi Perusahaan Perseroan Terbatas dengan Akta Pendirian Perseroan No. 320 tanggal 30 Desember 1974

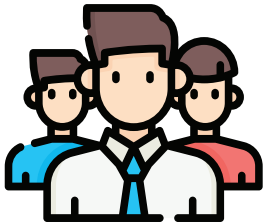
- Change of Company status from PN ANTAM to Limited Public State Company or Perusahaan Negara Perseroan Terbatas ("Perusahaan Perseroan") according to Government Regulation No 26 of 1974
- Change of Company status to Limited Liability Company or Perusahaan Perseroan Terbatas according to Company's Deed of Establishment No. 320 of 30 December 1974





SKALA ORGANISASI ^[102-7]

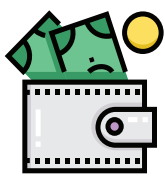
Scale of Organization ^[102-7]



Sumber Daya Manusia Human Resources

2015	2016	2017
2.423 orang people	2.628 orang people	2.616 orang people

Total Kapitalisasi Capitalization



Utang Debt

2015	2016	2017
Rp 12,04 triliun trillion	Rp 11,57 triliun trillion	Rp 11,52 triliun trillion

Ekuitas Equity

2015	2016	2017
Rp 18,31 triliun trillion	Rp 18,40 triliun trillion	Rp 18,49 triliun trillion

Total Aset Total of Assets

2015	2016	2017
Rp 30,35 triliun trillion	Rp 29,98 triliun trillion	Rp 30,01 triliun trillion

Total Pendapatan Total of Revenue

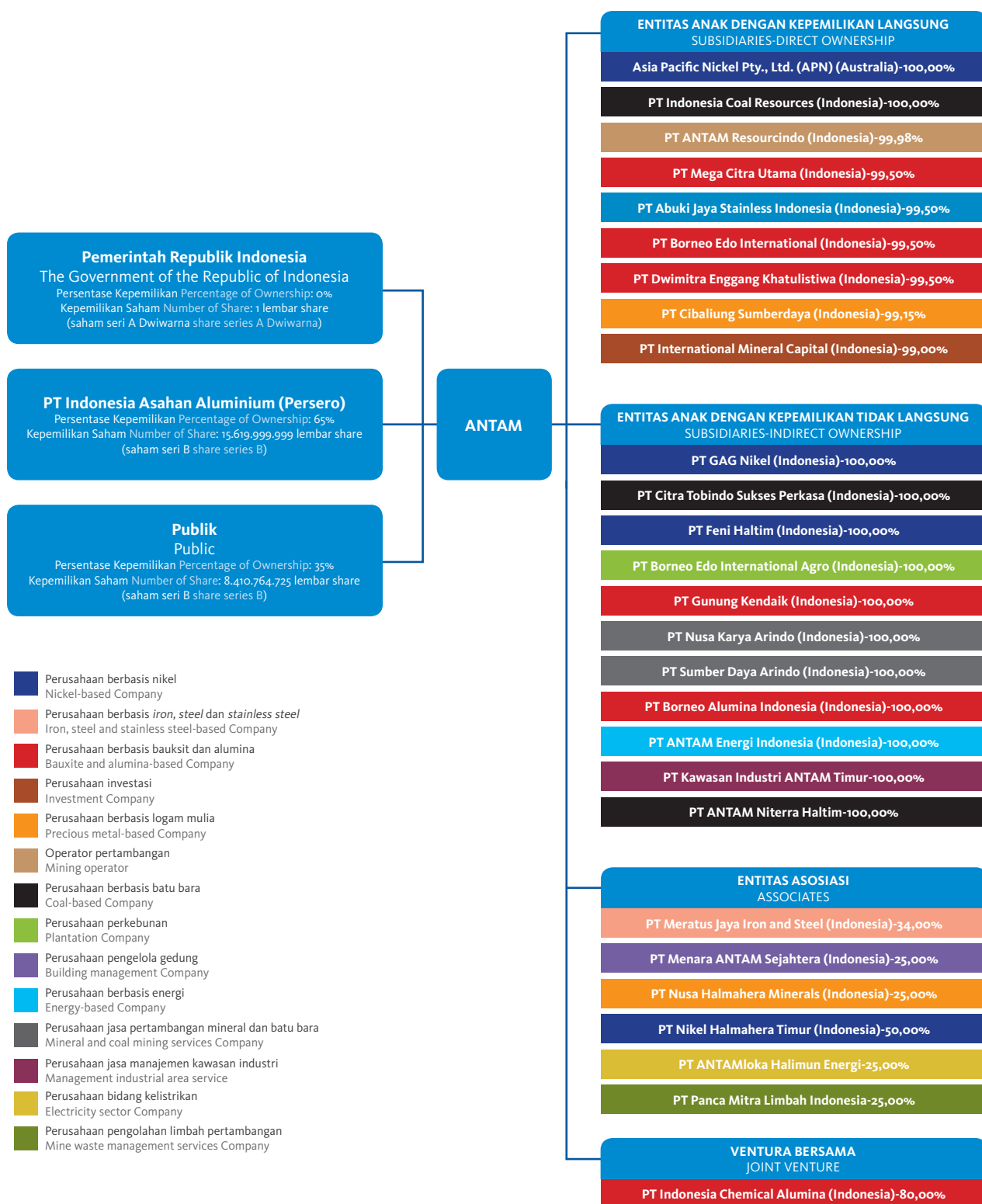
2015	2016	2017
Rp 10,53 triliun trillion	Rp 9,10 triliun trillion	Rp 12,65 triliun trillion

Kuantitas Produk Terjual Quantity of Product

	Feronikel Ferronickel	Bijih Nikel Nickel Ore	Emas Gold	Bauksit Bauxite	Perak Silver
2015	19.747 ^{TNi}	46.751 ^{wmt}	14.179 ^{kg}	182.624 ^{wmt}	13.172 ^{kg}
2016	20.888 ^{TNi}	734.886 ^{wmt}	10.227 ^{kg}	290.581 ^{wmt}	18.287 ^{kg}
2017	21.812 ^{TNi}	2.935.666 ^{wmt}	13.202 ^{kg}	838.069 ^{wmt}	16.588 ^{kg}

PEMEGANG SAHAM UTAMA, ENTITAS ANAK, ENTITAS ASOSIASI & VENTURA BERSAMA ^[102-45]

Major Shareholder, Subsidiaries, Associates & Joint Venture ^[102-45]





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WILAYAH OPERASIONAL ANTAM [102-4]

ANTAM's Operations Areas [102-4]



Pomalaa, Sulawesi Tenggara
Pomalaa, Southeast Sulawesi
Tambang Nikel dan Pabrik Feronikel
Nickel Mine and Ferronickel Plant



Buli, Maluku Utara
Buli, North Maluku
Tambang Nikel
Nickel Mine



PRODUK DAN JANGKAUAN PASAR [102-6]

Product and Market Coverage [102-6]



1. India India
Feronikel Ferronickel
Emas Gold



2. Indonesia Indonesia
Emas, Perak dan Jasa Pemurnian Logam Mulia
Gold, Silver and Precious Metals Refining Services
Bijih Nikel Nickel Ore



3. Jepang Japan
Emas Gold



4. Korea Selatan South Korea
Feronikel Ferronickel
Emas Gold



5. Singapura Singapore
Emas Gold
Perak Silver



6. Taiwan Taiwan
Feronikel Ferronickel



7. Tiongkok China
Feronikel Ferronickel
Bijih Nikel Nickel Ore
Bijih Bauksit Bauxite Ore



8. Ukraina Ukraine
Bijih Nikel Nickel Ore



SERTIFIKASI [102-12]

Certifications [102-12]

ANTAM senantiasa berupaya memberikan nilai tambah atas produk dan jasa yang dihasilkan serta pelaksanaan kegiatan operasional kepada pelanggan dan seluruh pemangku kepentingan. Upaya tersebut diwujudkan melalui sertifikasi dan akreditasi yang relevan terhadap produk dan jasa maupun kegiatan operasional kami yang dilaksanakan di unit bisnis. Berikut ini adalah sertifikasi dan/atau akreditasi yang diperoleh ANTAM:

ANTAM strives to provide added value of the products and services and also the operational practices towards customers and all stakeholders. These efforts are performed through certification and accreditation of our products and services and operational activities carried out in the business unit. The following are certifications and / or accreditations obtained by ANTAM:



Sertifikasi Quality Management System-ISO 9001:2008 (SGS International)

Sertifikasi Quality Management System-ISO 9001:2008 (SGS International) untuk proses pengolahan feronikel dan kegiatan pendukung diperoleh sejak 17 Mei 2002 (*upgrading* dari versi ISO 9002:1994 pada 3 April 1996 dan dari versi ISO 9001:2000 pada 20 Mei 2010) dan telah dilakukan resertifikasi dan berlaku mulai 16 Juni 2017 hingga 15 September 2018.

Certification of Quality Management System-ISO 9001:2008 (SGS International)

Certification of Quality Management System-ISO 9001:2008 (SGS International) for ferronickel processing and supporting activities, obtained on May 17, 2002 (upgrade from ISO 9002: 1994 version, obtained on April 3, 1996 and from ISO 9001: 2000 obtained on May 20, 2010). This certificate is recertified and valid from June 16, 2014 until September 15, 2018.



Resertifikasi ISPS Code

Resertifikasi ISPS Code untuk Pelabuhan Khusus Pomalaa, diperoleh tanggal 30 April 2010 dan diresertifikasi dan berlaku sampai 28 Januari 2020.

Recertification of ISPS Code

Recertification of ISPS Code for Pomalaa Special Port, obtained on April 30, 2010. It has been recertified and valid until January 28, 2020.



Sertifikasi Environmental Management System-ISO 14001:2004 (SGS International)

Sertifikasi Environmental Management System ISO 14001:2004 (SGS International) untuk kegiatan Penambangan, Pengolahan Feronikel serta kegiatan pendukung diperoleh sejak tahun 2006 (*upgrading* dari versi ISO 14001: 1996 yang diperoleh sejak tahun 2001) dan berlaku sampai dengan 2 Mei 2018.

Certification of Environmental Management System-ISO 14001: 2004 (SGS International)

Certification of Environmental Management System-ISO 14001:2004 (SGS International) for mining, ferronickel processing and supporting activities, obtained in 2006 (upgrade from ISO 14001: 1996 version obtained in 2001). This certificate is valid until May 2, 2018.



Pra Registrasi REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)

Pra Registrasi REACH (*Registration, Evaluation, Authorisation and Restriction of Chemicals*) diperoleh tanggal 23 November 2008 untuk memenuhi regulasi pasar Uni Eropa mengenai penggunaan bahan kimia yang aman dalam siklus pengolahan feronikel.

Pre Registration of REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)

Pre Registration of REACH (*Registration, Evaluation, Authorisation and Restriction of Chemicals*) Registration was obtained on November 23, 2008 to fulfill the European Union regulation on safe use of chemical substance in ferronickel processing cycle.



Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (SGS International)

Sertifikasi Occupational, Health and Safety Management System OHSAS 18001:2007 (SGS International) untuk kegiatan Penambangan, Pengolahan Feronikel serta kegiatan pendukung diperoleh pada 7 Mei 2009 dan berlaku sampai dengan 7 Mei 2018.

Certification of Occupational, Health and Safety Management System-OHSAS 18001: 2007 (SGS International)

Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (SGS International) for mining, ferronickel processing and supporting activities obtained on May 7, 2012. This certificate is valid until May 7, 2018.



Sertifikasi Quality Management System-ISO 9001:2015 (SAI Global)

Sertifikasi Quality Management System-ISO 9001:2015 (SAI Global) untuk proses Penambangan dan Pengolahan Emas dan Perak Pongkor diperoleh sejak 3 Maret 2000 (*upgrading* dari versi ISO 9001:2000 pada 3 Maret 2009 dan versi ISO 9001:2008 pada 4 Maret 2015), telah disertifikasi dan berlaku sampai dengan 5 November 2020.

Certification of Quality Management System-ISO 9001:2015 (SAI Global)

Certification of Quality Management System-ISO 9001:2008 (SAI Global) for gold and silver mining and processing at Pongkor, obtained on March 3, 2000 (upgrade from ISO 9001:2000 version obtained on March 3, 2009 and ISO 9001:2008 version obtained March 4, 2015). This certificate is recertified and valid until November 5, 2020.



Sertifikasi Environmental Management System-ISO 14001:2015 (SAI Global)

Sertifikasi Environmental Management System-ISO 14001:2015 (SAI Global) untuk Proses Penambangan dan Pengolahan Emas dan Perak Pongkor diperoleh sejak 18 September 2002 (*upgrading* dari versi ISO 14001:2004 pada 4 September 2014), telah disertifikasi dan berlaku sampai 17 September 2020.



Certification of Environmental Management System-ISO 14001:2015 (SAI Global)

Certification of Environmental Management System-ISO 14001:2004 (SAI Global) for gold and silver mining and processing at Pongkor, obtained since September 18, 2002 (*upgrade* from ISO 14001:2004 version obtained on September 4, 2014), and this certificate is recertified and valid until September 17, 2020.



Sertifikasi Environmental Management System-ISO 14001:2015 (SAI Global)

Sertifikasi Environmental Management System-ISO 14001:2015 (SAI Global) untuk Proses Penambangan Bijih Nikel di Tanjung Buli dan Pulau Pakal diperoleh sejak 26 Mei 2011 (*upgrading* dari versi ISO 14001:2004 pada tanggal 14 April 2014), telah disertifikasi dan berlaku sampai 25 Mei 2020.

Certification of Environmental Management System-ISO 14001:2015 (SAI Global)

Certification of Environmental Management System-ISO 14001:2015 (SAI Global) for nickel ore mining at Tanjung Buli and Pakal Island. This certificate is obtained since May 26, 2011 (*upgrading* from ISO 14001:2004 version obtained on April 14, 2014), it is recertified and valid until May 25, 2020.



Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global)

Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global) untuk Proses Penambangan dan Pengolahan Emas dan Perak Pongkor diperoleh pada tanggal 15 Oktober 2008 dan telah disertifikasi dan berlaku sampai 14 Oktober 2020.



Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global)

Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global) for gold and silver mining and processing at Pongkor, obtained on October 15, 2008. This certificate is recertified and valid until October 14, 2020.



Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global)

Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global) untuk Proses Penambangan Bijih Nikel di Tanjung Buli dan Pulau Pakal diperoleh sejak 26 Mei 2011, telah disertifikasi dan berlaku sampai 25 Mei 2020.

Certification of Occupational, Health and Safety Management System-ISO 18001:2007 (SAI Global)

Certification of Occupational, Health and Safety Management System-ISO 18001:2007 (SAI Global) for nickel ore mining at Tanjung Buli and Pakal Island. This certificate is obtained since May 26, 2011, it is recertified and valid until May 25, 2020.



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Sertifikasi Quality Management System-ISO 9001:2015 (SAI Global)

Sertifikasi Quality Management System-ISO 9001:2015 (SAI Global) untuk proses Penambangan Bijih Nikel di Tanjung Buli dan Pulau Pakal diperoleh sejak 26 Mei 2011 (upgrading dari versi ISO 9001:2008 pada 14 April 2014) telah disertifikasi dan berlaku sampai 25 Mei 2020.

Certification of Quality Management System-ISO 9001:2015 (SAI Global)

Certification of Quality Management System-ISO 9001:2015 (SAI Global) for nickel ore mining process at Tanjung Buli and Pakal Island. This certificate is obtained since May 26, 2011 (upgrading from ISO 9001:2008 obtained on April 14, 2014) it is recertified and valid until May 25, 2020.



Akreditasi SNI ISO/IEC 17025:2005

Akreditasi SNI ISO/IEC 17025:2005 untuk laboratorium pengujian di UBP Nikel Maluku Utara oleh Komite Akreditasi Nasional (KAN) diperoleh sejak 17 Januari 2013 sampai 22 November 2020

Accreditation of SNI ISO/IEC 17025:2005

Accreditation of SNI ISO/IEC 17025:2005 for test laboratory at North Maluku Nickel Mining Business Unit from the National Accreditation Committee (KAN). The Certificate is obtained since January 17, 2013 and valid until January 16, 2017.



Sertifikasi Environmental Management System-ISO 14001:2004 (SAI Global)

Sertifikasi Environmental Management System-ISO 14001:2004 (SAI Global) untuk Operasi Penambangan Bijih Bauksit di Tayan diperoleh sejak 13 Januari 2016 dan berlaku sampai 14 September 2018.

Certification of Environmental Management System-ISO 14001:2004 (SAI Global)

Certification of Environmental Management System-ISO 14001:2004 (SAI Global) for bauxite ore mining operations at Tayan, obtained since January 13, 2016 and valid until September 14, 2018.



Sertifikasi Quality Management System-ISO 9001:2015 (TUV)

Sertifikasi Quality Management System-ISO 9001:2015 (TUV) untuk Pengelolaan, Pelaksanaan Kebijakan-Kebijakan serta Pengembangan Bisnis dan Operasi di Kantor Pusat, diperoleh sejak 6 Maret 2018 dan berlaku sampai dengan 5 Maret 2021.

Certification of Quality Management System-ISO 9001:2015 (TUV)

Certification of Management Quality System-ISO 9001:2015 (TUV) for Policy Management and Implementation and Business and Operation Development at the Head Office. This certificate is obtained since March 6, 2018 and valid until March 5, 2021.



Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global)

Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global) untuk Operasi Penambangan Bijih Bauksit di Tayan diperoleh sejak 13 Januari 2016 dan berlaku sampai 12 Januari 2019.

Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global)

Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global) for bauxite ore mining operations at Tayan. This certificate is obtained since January 13, 2016 and valid until January 12, 2019.



Sertifikasi Environmental Management System-ISO 14001:2015 (TUV)

Sertifikasi Environmental Management System-ISO 14001:2015 (TUV Rheinland) untuk seluruh aktivitas proses di Unit Bisnis Pengolahan dan Pemurnian Logam Mulia yang diperoleh sejak tahun 2004 (upgrading dari versi ISO 14001:2004 pada 21 Juli 2014), telah dilakukan resertifikasi dan berlaku mulai 11 Juni 2017 hingga 8 Juni 2020.

Certification of Environmental Management System-ISO 14001:2015 (TUV)

Certification of Environmental Management System-ISO 14001:2015 (TUV Rheinland) for all processing activities at Logam Mulia Precious Metals Processing and Refinery Business unit, obtained in 2004 (upgrading from ISO 14001:2004 version obtained on July 21, 2014). This certificate is recertified and valid from June 11, 2017 until June 8, 2020.



Sertifikasi Quality Management System-ISO 9001:2008 (SAI Global)

Sertifikasi Quality Management System-ISO 9001:2008 (SAI Global) untuk Operasi Penambangan Bijih Bauksit di Tayan diperoleh sejak 13 Januari 2016 dan berlaku sampai 14 September 2018.

Certification of Quality Management System-ISO 9001:2008 (SAI Global)

Certification of Quality Management System-ISO 9001:2008 (SAI Global) for bauxite ore mining operations at Tayan. This certificate is obtained since January 13, 2016 and valid until September 14, 2018.



Sertifikasi Quality Management System-ISO 9001:2015 (TUV Rheinland)

Sertifikasi Quality Management System-ISO 9001:2015 (TUV Rheinland) untuk seluruh aktivitas proses di Unit Bisnis Pengolahan dan Pemurnian Logam Mulia yang diperoleh sejak tahun 2004 (upgrading dari versi ISO 9001:2000 pada 12 Juni 2010 dan versi ISO 9001:2008 pada 23 Juli 2014), telah dilakukan reserifikasi dan berlaku mulai 11 Juni 2017 hingga 8 Juni 2020.

Certification of Quality Management System-ISO 9001:2015 (TUV Rheinland)

Certification of Quality Management System-ISO 9001:2015 (TUV Rheinland) for all processing activities at Logam Mulia Precious Metals Processing and Refinery Business Unit, obtained in 2004 (upgrade from ISO 9001:2000 version obtained on June 12, 2010 and ISO 9001:2008 version obtained on July 23, 2014). This certificate is recertified and valid from June 11, 2017 until June 8, 2020.



Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (TUV Rheinland)

Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (TUV Rheinland) untuk seluruh aktivitas proses di Unit Bisnis Pengolahan dan Pemurnian Logam Mulia yang diperoleh sejak 28 Desember 2011 dan berlaku sampai dengan 8 Juni 2019.

Certification of Occupational, Health and Safety Management System-OHSAS18001:2007 (TUV Rheinland)

Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (TUV Rheinland) for all processing activities at Logam Mulia Precious Metals Processing and Refinery Business Unit. This certificate is obtained since December 28, 2011 and it is valid until June 8, 2019.



Sertifikasi dari Dubai Metal and Commodities Centre

Sertifikasi dari Dubai Metal and Commodities Centre untuk produk emas jenis *small bar* Logam Mulia di pasar Timur Tengah sejak Agustus 2005. Bertujuan agar balok emas produksi Unit Bisnis Pengolahan & Pemurnian Logam Mulia dapat diperjualbelikan secara bebas di pasar Timur Tengah tanpa mengubah identitas LM.

Certification from Dubai Metal and Commodities Centre

Certification from Dubai metal and Commodities Centre for Logam Mulia's *small bar* gold bar, obtained in August 2005. the accreditation certifies Logam Mulia's gold bars to be traded freely at the Middle East market without any modification to Logam Mulia's identity.



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Akreditasi Laboratorium Penguji sesuai standar ISO 17025 yang dikeluarkan oleh KAN (Komite Akreditasi Nasional)

Akreditasi Laboratorium Penguji sesuai standar ISO 17025 yang dikeluarkan oleh KAN (Komite Akreditasi Nasional) untuk analisa emas, perak serta campuran emas, perak dan platinum di Unit Bisnis Pengolahan dan Pemurnian Logam Mulia yang diperoleh sejak bulan Juni 2003 dan berlaku sampai dengan 15 September 2019.

Accreditation of Testing Laboratory in accordance to ISO 17025, issued by National Accreditation Committee (KAN)

Accreditation of Testing Laboratory in accordance to ISO 17025, issued by National Accreditation Committee (KAN) for gold, silver, gold and silver mixture and platinum analysis at Logam Mulia Precious Metals Processing and Refinery Business Unit, obtained in June 2003 and it is valid until September 15, 2019.



Sertifikasi Quality Management System-ISO 9001:2008 (TUV)

Sertifikasi Quality Management System-ISO 9001:2008 (TUV) untuk kegiatan eksplorasi dan pengembangan pertambangan di Unit Geomin, diperoleh sejak 28 Oktober 2005 (*Upgrading* dari versi ISO 9001:2000 pada 6 November 2009) dan berlaku sampai dengan 5 November 2018.

Certification of Quality Management System-Certification-ISO 9001:2008 (TUV)

Certification of Quality Management System-ISO 9001:2008 (TUV) for all exploration and supporting activities at Geomin Unit, obtained on October 28, 2005 (*upgrade* from ISO 9001:2000 version obtained on November 6, 2009) and is valid until November 5, 2018.



Akreditasi dari London Bullion Market Association (LBMA)

Akreditasi dari London Bullion Market Association (LBMA) setelah melewati prosedur pengujian produk oleh LBMA sejak tanggal 1 Januari 1999.

Accreditation from London Bullion Market Association (LBMA)

Accreditation from London Bullion Market Association (LBMA). The accreditation was obtained after Logam Mulia underwent product testing procedures by LBMA. The accreditation was obtained on January 1, 1999.



Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (DQS)

Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (DQS) untuk aktivitas jasa eksplorasi dan pengembangan tambang di Unit Geomin yang diperoleh sejak 19 Desember 2013 dan berlaku sampai dengan 22 Desember 2019.

Certification of Occupational, Health and Safety Management System-OHSAS18001:2007 (DQS)

Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (DQS) for exploration and mine development activities in Geomin Unit. This certificate is obtained since December 19, 2013 and it is valid until December 22, 2020.



Akreditasi SNI ISO/IEC 17025:2008

Akreditasi SNI ISO/IEC 17025:2008 untuk laboratorium penguji di Unit Geomin oleh Komite Akreditasi Nasional (KAN) diperoleh sejak 30 April 2014 sampai 29 April 2018.

Accreditation of SNI ISO/IEC 17025:2008

Accreditation of SNI ISO/IEC 17025:2008 for test laboratory at Geomin Unit from the National Accreditation Committee (KAN). The Certificate is obtained since April 30, 2014 and valid until April 29, 2018.



Management Service

Sertifikasi Management Service ISO/IEC 27001:2013 (TUV)

Sertifikasi Management Service-ISO/IEC 27001:2013 (TUV) untuk sistem manajemen keamanan informasi di laboratorium Unit Geomin, Pulogadung, diperoleh sejak 30 Maret 2016 dan berlaku sampai dengan 29 Maret 2019.

Certification of Management Service ISO/IEC 27001:2013 (TUV)

Certification of Management Service-ISO/IEC 27001:2013 (TUV) for information security management system at Geomin Unit laboratory, Pulogadung, obtained on March 30, 2016 and is valid until March 29, 2019.



Sertifikasi ISO ISMS 27001:2003

Sertifikasi ISO ISMS 27001:2003 untuk Unit Geomin yang diperoleh sejak tanggal 2 Oktober 2015.

Certification of ISO ISMS 27001:2003

Certification of ISO ISMS 27001:2003 for Geomin Unit, obtained on October 2, 2015.



Management Service

Sertifikasi Management Service ISO/IEC 27001:2013 (TUV)

ISO/IEC 27001:2013 (TUV) untuk sistem manajemen keamanan informasi Tim Eksplorasi Emas Pongkor, diperoleh sejak 30 Maret 2016 dan berlaku sampai dengan 29 Maret 2019.

Certification of Management Service ISO/IEC 27001:2013 (TUV)

Certification of Management Service-ISO/IEC 27001:2013 (TUV) for information security management system of Pongkor Gold Exploration Team, obtained on March 30, 2016 and is valid until March 29, 2019.



Management Service

Sertifikasi Management Service ISO/IEC 27001:2013 (TUV)

Sertifikasi Management Service-ISO/IEC 27001:2013 (TUV) untuk sistem manajemen keamanan informasi Tim Eksplorasi Unit Geomin, diperoleh sejak 30 Maret 2016 dan berlaku sampai dengan 29 Maret 2019.

Certification of Management Service ISO/IEC 27001:2013 (TUV)

Certification of Management Service-ISO/IEC 27001:2013 (TUV) for information security management system of Geomin Unit Exploration Team, obtained on March 30, 2016 and is valid until March 29, 2019.



Management Service

Sertifikasi Management Service ISO/IEC 27001:2013 (TUV)

ISO/IEC 27001:2013 (TUV) untuk sistem manajemen keamanan informasi Tim Eksplorasi Nikel Pomalaa, diperoleh sejak 30 Maret 2016 dan berlaku sampai dengan 29 Maret 2019.

Certification of Management Service ISO/IEC 27001:2013 (TUV)

Certification of Management Service-ISO/IEC 27001:2013 (TUV) for information security management system of Nickel Pomalaa Exploration Team, obtained on March 30, 2016 and is valid until March 29, 2019.

TATA KELOLA BERKELANJUTAN DI ANTAM

[103-1][103-2]

Sustainable Governance at ANTAM [103-1][103-2]

**Budaya
Perusahaan**
Corporate Culture

3,29

dari 4,00 Nilai Penerapan
of 4,00 Nilai Penerapan

**Penilaian
Pelaksanaan Tata
Kelola Perusahaan**

Assessment on Corporate Governance
Implementation

Mendapat penilaian
Scoring

97,01

Berdasarkan Parameter Penilaian Penerapan GCG
BUMN No. SK-16/S.MBU/2012
According to Assessment Parameters for GCG
Implementation in SOEs No. SK-16/S.MBU/2012

**Level Maturitas
Manajemen Risiko
ANTAM**

Maturity Level of ANTAM Risk Management

3,46

Kategori Baik
Good Category

Tata Kelola Berkelanjutan di ANTAM Sustainable Governance at ANTAM	82	Hasil Penilaian Penerapan GCG ANTAM ANTAM GCG Assessment Result	98
Kebijakan dan Struktur Tata Kelola ANTAM Governance Policy And Structure In ANTAM	84	Apresiasi Penerapan GCG bagi ANTAM GCG Implementation Appreciation for ANTAM	98
Standar Etika Perusahaan Code of Conduct	86	Anti Korupsi Anti Corruption	99
Budaya Perusahaan Corporate Culture	89	Strategi Pengelolaan Anti Korupsi Anti-Corruption Strategy Management	99
Manajemen Risiko Risk Management	91	Mekanisme Pengawasan Melalui <i>Whistleblowing System</i>	101
Manajemen Pemasok Supplier Management	93	Whistleblowing System Monitoring Mechanism	
Penerapan E-Procurement E-Procurement Implementation	96	Evaluasi Efektivitas <i>Whistleblowing System</i>	103
Penilaian Pelaksanaan Tata Kelola Assesment of GCG Implementation	97	Whistleblowing System Effectiveness Evaluation	

Manajemen Pemasok Supplier Management

77,49%

Survei kepuasan pemasok
Suppliers Satisfaction Survey

Pemasok cukup puas dengan mekanisme pengadaan di ANTAM
Our suppliers said that they are quite satisfied with ANTAM's procurement mechanism





Pengantar
Introduction



Strategi Keberlanjutan ANTAM
ANTAM Sustainability Strategy



Sekilas ANTAM
About Us



Tata Kelola Berkelanjutan
di ANTAM
Sustainable Governance
at ANTAM

TATA KELOLA BERKELANJUTAN DI ANTAM

Sustainable Governance at ANTAM



Pemasaran produk logam mulia di UBPP Logam Mulia
Gold Minted Bar Marketing in Precious Metals Processing and Refinery Business Unit

TATA KELOLA BERKELANJUTAN DI ANTAM [103-1][103-2]

Untuk mendukung tercapainya pertumbuhan Perusahaan yang berkelanjutan, kami secara konsisten menerapkan praktik Tata Kelola Perusahaan yang baik (*Good Corporate Governance/GCG*). Penerapan GCG kami lakukan guna memaksimalkan nilai tambah melalui praktik-praktik industri terbaik dan operasional yang unggul sehingga dapat dipertanggungjawabkan kepada seluruh pemangku kepentingan.

Selain itu, implementasi GCG juga bertujuan untuk mencapai pertumbuhan dan imbal hasil yang maksimal sehingga dapat terus mengembangkan Perusahaan dan dapat memberikan nilai bagi pemegang saham dalam jangka panjang tanpa mengabaikan pemangku kepentingan lainnya. Dengan demikian, untuk mendapatkan praktik tata kelola terbaik tersebut, ANTAM berkomitmen untuk mengimplementasikan pedoman GCG yang berlaku di Indonesia maupun internasional, sebagaimana tercantum pada gambar di bawah ini. [103-2]

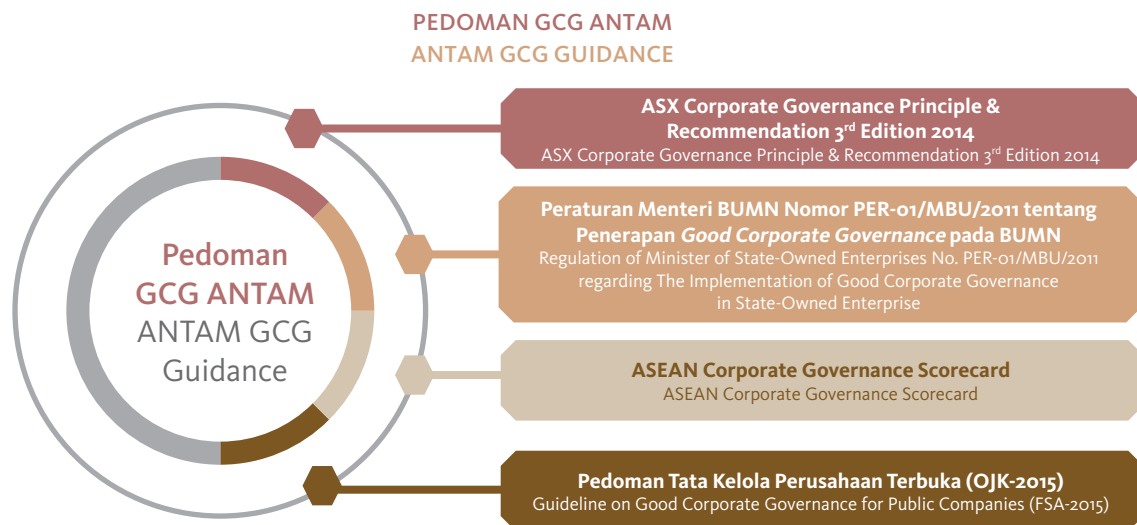
GOVERNING SUSTAINABILITY AT ANTAM [103-1][103-2]

In conducting a sustainable business, we are consistently implements principles of Good Corporate Governance. This implementation is in line with our initiative to maximizing added values through industry best practice implementations and exceptional operation for our accountability to all stakeholders.

We also believe that GCG implementation will drive growth and give maximum return that can support the Company to increase its value to the shareholders in the long run, without neglecting the interests of other stakeholders. ANTAM is committed to implement various GCG guidelines that are relevant either in domestic setting or in international level, as described below. [103-2]

Laporan Keberlanjutan ini adalah bentuk komitmen ANTAM terhadap operasional yang bertanggung jawab, transparan dan akuntabel. Sebuah gambaran komprehensif dari upaya ANTAM dalam menyeimbangkan kemajuan bisnis dengan manfaat ekonomi, sosial, dan lingkungan yang lebih luas bagi seluruh pemangku kepentingan.

This Sustainability Report represents ANTAM's commitment towards responsible operation, transparency and accountability. It is a comprehensive snapshot of ANTAM's endeavor in balancing our business progress with greater economy, social, and environmental benefits for all stakeholders.





ANTAM merupakan Perusahaan publik yang mencatatkan sahamnya di Bursa Efek Indonesia dan Bursa Efek Australia (Australia Securities Exchange/ASX). Dengan demikian, dalam menerapkan standar penerapan GCG, kami mengacu pada Pedoman Tata Kelola Perusahaan Terbuka yang dikeluarkan oleh Otoritas Jasa Keuangan (OJK) dan juga mengacu pada *ASX Corporate Governance Principles & Recommendations*. [102-12]

Tidak hanya itu, ANTAM juga menerapkan BUMN *Scorecard* berdasarkan SK16/S.MBU/2012 dan ASEAN *Corporate Governance Scorecard* (ASEAN CG *Scorecard*) yang diterbitkan oleh ASEAN Capital Market Forum. Penerapan ASEAN CG *Scorecard* di ANTAM telah dilakukan sejak tahun 2012. Berbagai penyesuaian atas *softstructure* ANTAM telah dilakukan untuk memenuhi prinsip ASEAN CG *Scorecard*. Laporan penilaian mandiri terakhir (*self assessment*) atas implementasi ASEAN *Corporate Governance Scorecard* dapat dibaca di halaman *website* www.antam.com. [102-12]

KEBIJAKAN DAN STRUKTUR TATA KELOLA ANTAM [103-1][103-2][103-3]

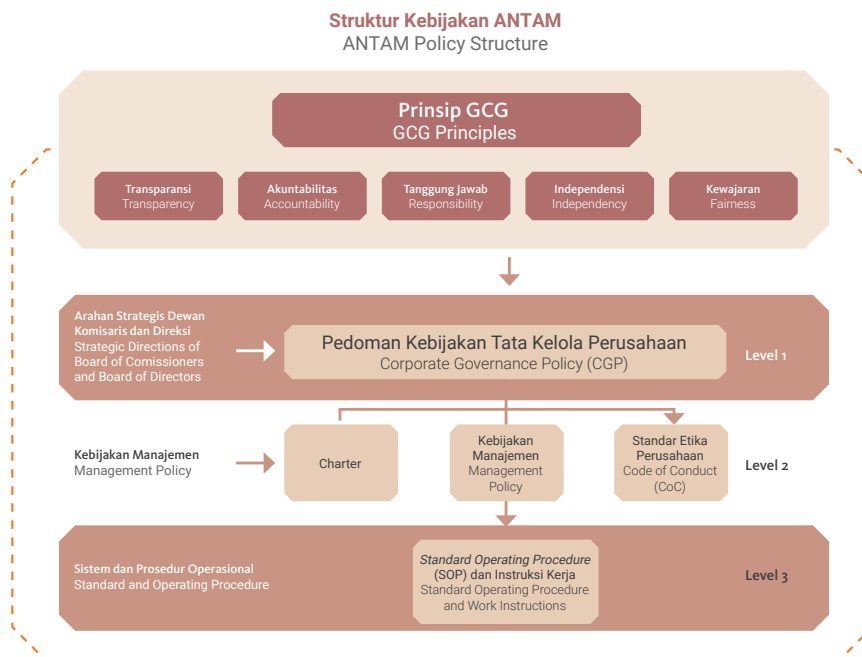
Berbagai kebijakan dan struktur terkait tata kelola menjadi perhatian penting Perusahaan. Oleh karena itu, secara berkala kami selalu memperbarui kebijakan Perusahaan sesuai dengan *best practices*, kondisi dan perkembangan lingkungan bisnis Perusahaan serta peraturan perundang-undangan yang berlaku. Hal itu kami lakukan agar Perusahaan mengikuti perkembangan dan memenuhi tantangan bisnis yang semakin kompleks.

ANTAM is listed on the Indonesian Stock Exchange (IDX) and the Australian Securities Exchange (ASX), implements GCG standards according to the Corporate Governance Guidelines for Public Companies issued by the Indonesian Financial Services Authority (OJK) and follows the directions set by ASX Corporate Governance Principles & Recommendations. [102-12]

Since 2012, ANTAM has also implemented ASEAN Corporate Governance Scorecard issued by the ASEAN Capital Market Forum. For this purpose, various adjustments in the softstructure of ANTAM have been made according to ASEAN CG Scorecard principles. The latest self-assessment result on the ASEAN Corporate Governance scorecard can be found in our website www.antam.com. [102-12]

GOVERNANCE POLICY AND STRUCTURE IN ANTAM [103-1][103-2][103-3]

Governance-related policies and structures are of particular concern to the Company. Therefore, ANTAM'S policy always updated periodically according to current best practices, conditions and development in ANTAM'S business environment and prevailing laws and regulation. This is to ensure that the Company can always follow the increasingly complex developments and business challenges.



Pada hierarki kebijakan ANTAM di level 1, ANTAM memiliki *Corporate Governance Policy (CGP)* yang merupakan himpunan pedoman pokok Perusahaan dan berfungsi sebagai acuan bagi seluruh kegiatan ANTAM dan dokumen kebijakan Perusahaan.

Corporate Governance Policy (CGP) consists of general corporate guidelines that serve as a reference in conducting all activities of ANTAM and publishing corporate policy documents.

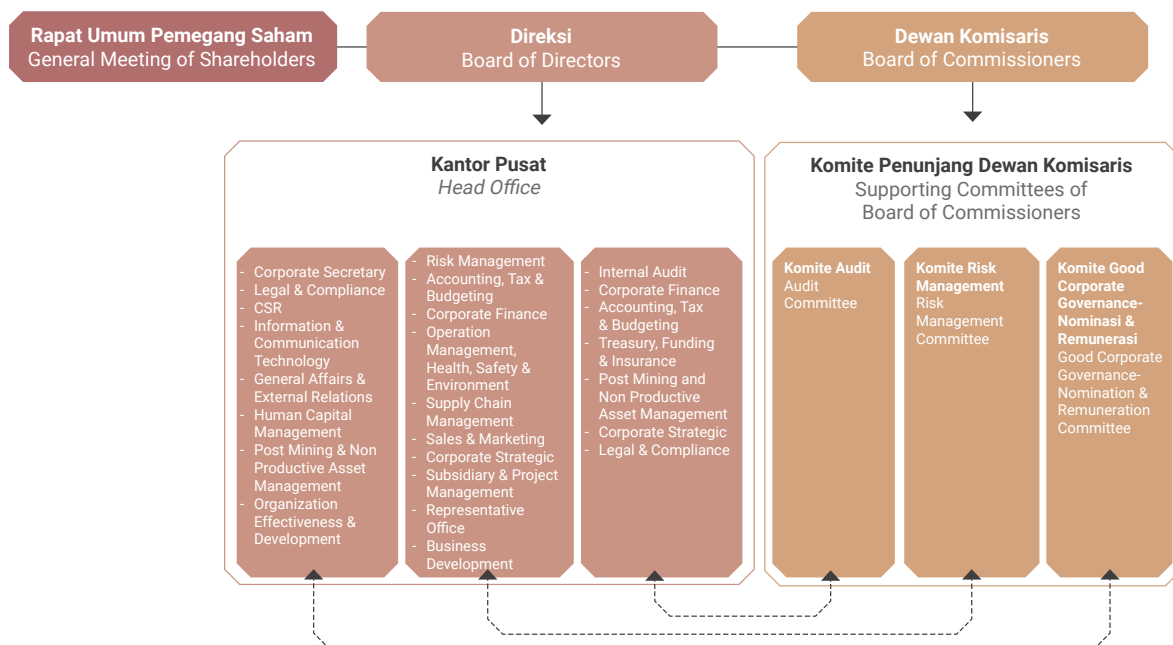
Seluruh kebijakan dan prosedur ANTAM merujuk pada CGP dan selalu dibuat berdasarkan pendekatan *Objective, Risk & Control (ORC)* yang diarahkan untuk mendorong manajemen agar mampu menghidupkan *check & balances* pada setiap proses bisnis Perusahaan.

All ANTAM policies and procedures should refer to CGP and are always based on Objective, Risk & Control (ORC) approach, to support the management in implementing checks and balances in every business process of the Company.

Pada hierarki kebijakan ANTAM di level 2 terdapat *Charter Dewan Komisaris, Charter Direksi, Charter Komite Penunjang Dewan Komisaris, serta Charter Internal Audit, Management Policy (MP), dan Standar Etika Perusahaan (Code of Conduct/ CoC)*, serta pada level 3 terdiri atas *Standard Operating Procedure (SOP)* dan *Instruksi Kerja*. [102-18]

At the level 2 of ANTAM's policy hierarchy, we place the Board of Commissioners' Charter, the Board of Directors' Charter, Charter of the Board of Commissioner's Supporting Committee, as well as Internal Audit's Charter, Management Policy (MP), Code of Conduct (CoC). Meanwhile, level 3 consists of Standard Operating Procedure (SOP) and Work Instructions. [102-18]

Struktur Tata Kelola ANTAM [102-18]
ANTAM Governance Structure [102-18]



Sesuai dengan Undang-undang Republik Indonesia No. 40 Tahun 2007 Tentang Perseroan Terbatas (UU PT), struktur tata kelola Perusahaan secara garis besar tergambar pada organ utama Perusahaan yaitu Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. RUPS sebagai forum

In compliance with the Law No. 40 year 2007 on Limited Liability Companies, our Company's governance structure is explained through the main corporate organs, which are the General Meeting of Shareholders (GMS), the Board of Commissioners (BoC) and the Board of Directors (BoD).



pengambilan keputusan tertinggi, Dewan Komisaris sebagai pengawas, dan Direksi yang memimpin jalannya kegiatan operasional Perusahaan dan pelaksana keputusan-keputusan RUPS. RUPS dilaksanakan secara periodik atau tahunan atau disesuaikan dengan kebutuhan Perusahaan. Dalam RUPS, Dewan Komisaris dan Direksi mempertanggungjawabkan kinerja bisnis dan konteks keberlanjutan Perusahaan.

Untuk mendukung fungsi pengawasan Dewan Komisaris, ANTAM membentuk 3 Komite Penunjang Dewan Komisaris yaitu Komite Audit, Komite *Good Corporate Governance*, Nominasi dan Remunerasi (GCG-NR) dan Komite Manajemen Risiko.

Komite Audit ANTAM dibentuk untuk membantu Dewan Komisaris dalam melaksanakan tugas dan fungsi pengawasan serta pemberian nasihat dalam pelaksanaan pengendalian internal dan audit Perusahaan serta untuk memastikan Perusahaan dikelola dengan manajemen yang sehat secara konsisten sesuai dengan prinsip-prinsip GCG yang dijiwai oleh nilai-nilai dan etika Perusahaan. [102-20]

Komite *Good Corporate Governance*, Nominasi dan Remunerasi (GCG-NR) dibentuk untuk membantu tugas pengawasan dan penasihat Dewan Komisaris dalam memantau dan memastikan diterapkannya GCG termasuk kegiatan CSR (*Community Development* dan PKBL) serta lingkungan, memberikan penilaian serta pengarahan yang berhubungan dengan nominasi, remunerasi dan pengembangan SDM secara efektif dan berkelanjutan di Perusahaan. [102-20]

Komite Manajemen Risiko ANTAM dibentuk untuk membantu tugas pengawasan dan penasihat Dewan Komisaris dalam upaya melakukan identifikasi, pemetaan, analisis, dan mitigasi risiko atas seluruh proses bisnis ANTAM yang ditujukan untuk mencegah dan meminimalisir risiko dari seluruh proses bisnis ANTAM. Tugas, wewenang, keanggotaan, dan hal lain terkait dengan Komite Penunjang Dewan Komisaris telah diatur dalam *Charter* tersendiri. [102-20]

STANDAR ETIKA PERUSAHAAN [102-16]

Untuk mempengaruhi, membentuk, dan mengatur kesesuaian tingkah laku Insan ANTAM sehingga tercapai keluaran yang konsisten yang sesuai dengan nilai-nilai dan budaya ANTAM, kami menyusun Standar Etika Perusahaan (*Code of Conduct*) yang berlaku bagi seluruh Insan ANTAM, pemegang saham, serta seluruh pemangku kepentingan lainnya atau mitra kerja yang melakukan transaksi bisnis dengan ANTAM.

The General Meeting of Shareholders (GMS) is the highest decision-making forum, the Board of Commissioners performs their supervisory functions, while the Board of Directors leads the operational management of the Company and executes the resolutions taken by GMS. GMS is held periodically or yearly, as needed, where the Board of Commissioners and the Board of Directors present their reports on the Company's business performances and sustainability context.

ANTAM establishes 3 Supporting Committees of BoC, which are Audit Committee, Good Corporate Governance, Nomination and Remuneration Committee (GCG-NR) and Risk Management Committee.

ANTAM's Audit Committee is established to support the BoC in performing their supervisory tasks and functions, in providing advice on internal control and audits as well as in ensuring that the Company can be consistently managed according to GCG principles, which are in line with the corporate values and code of conduct. [102-20]

The Good Corporate Governance, Nomination and Remuneration Committee (GCG-NR) is established to assist in the supervisory and advisory tasks of BoC related to monitoring and ensuring the implementation of GCG, including CSR (*Community Development* and PKBL) and environmental activities, as well as giving assessment and direction related to Nomination, Remuneration and HR Development effectively and continuously in the Company. [102-20]

ANTAM's Risk Management Committee is established to assist in the supervisory and advisory tasks of the BoC related to risk identification, mapping, analysis, and mitigation of risks related to all ANTAM business processes, aimed to prevent and minimise the risks within management business processes. Roles, authority, membership, and other matters related to BoC's supporting committee are regulated in a *Charter*. [102-20]

CODE OF CONDUCT [102-16]

Our commitment in GCG implementation can be seen in the formulation of Company's Code of Conduct that applies to ANTAM's employees which work in subsidiaries and affiliated companies, shareholders and all stakeholders of ANTAM or business partners.

Standar Etika Perusahaan mengatur tentang etika bisnis ANTAM dan etika kerja Insan ANTAM. Setiap tahun, standar etika Perusahaan wajib ditandatangani oleh seluruh Insan ANTAM. Perusahaan juga melakukan pengukuran pemahaman Standar Etika Perusahaan kepada seluruh pegawai guna mengukur tingkat pemahaman Insan ANTAM.

Standar Etika ANTAM saat ini telah memuat sebagian besar pokok-pokok yang direkomendasikan oleh *ASX Corporate Governance Principle and Recommendation 3rd Edition* seperti Kesetaraan dan Penghormatan pada Hak Asasi Manusia (HAM), hubungan dengan pemasok dan pelanggan, hubungan dengan pesaing, hubungan dengan masyarakat sekitar, perilaku etis terhadap sesama karyawan, kepatuhan terhadap hukum serta kesempatan kerja yang adil.

Kami juga mengatur tentang etika Insan ANTAM dalam penggunaan media sosial. Hal ini bertujuan agar Insan ANTAM dapat bijaksana dalam berbagi informasi yang berdampak terhadap citra Perusahaan.

Code of Conduct, set about business ethics and employee's work ethics. The Company's Code of Conduct is to be signed each year by the ANTAM employee. The Company also regularly conducts assessment on employee's comprehension of the Code of Conduct.

The Code of Conduct currently has included most of the principles specified in the *ASX Corporate Governance Principle and Recommendation 3rd edition*, including aspects of equality and respect for human rights, relations with suppliers and customers, relations with competitors, relationships with local communities, employee ethical behavior, legal compliance, and equal work opportunities.

ANTAM has also published a policy to regulate activities and guiding ethics for our employees in using and interacting through social media. This policy is aimed to provide awareness regarding sharing through social media that may impact the Company's image.



Kegiatan uji laboratorium di UBP Emas
Laboratory testing activity in Gold Mining Business Unit



STANDAR ETIKA ANTAM [102-16]

ANTAM CODE OF CONDUCT [102-16]

Etika Usaha Business Ethics	Etika Kerja Work Ethics
<p>Merupakan standar perilaku yang diterapkan Perusahaan dalam berinteraksi dan berhubungan dengan <i>Stakeholders</i> Behaviour Standard applied by Company in interaction and relationship with Stakeholders</p> <ul style="list-style-type: none"> • Hubungan dengan Karyawan • Relationship with Employees • Hubungan dengan Pelanggan • Relationship with Customers • Hubungan dengan Pemasok • Relationship with Suppliers • Hubungan dengan Pesaing • Relationship with Competitors • Hubungan dengan Regulator • Relationship with Regulators • Hubungan dengan Masyarakat Sekitar • Relationship with Surrounding Communities • Hubungan dengan Investor dan Pemegang Saham • Relationship with Investor and Shareholders • Hubungan dengan Kreditor • Relationship with Creditors • Hubungan dengan Anak Perusahaan/ Perusahaan Patungan • Relationship with Subsidiaries/Joint Ventures • Hubungan dengan Media • Relationship with Media • Perdagangan Internasional • International Trading • Hubungan dengan Komunitas/Organisasi Profesi • Relationship with Community/Professional Organization 	<p>Merupakan Standar perilaku Insan ANTAM dalam melaksanakan pekerjaan maupun dalam berinteraksi Concerning Insan ANTAM's behavior standard in doing work and interaction</p> <ul style="list-style-type: none"> • Kepatuhan Terhadap Hukum • Compliance with Laws • Benturan Kepentingan • Conflict of Interest • Memberi dan Menerima • Giving and Receiving • Persamaan dan Penghormatan pada Hak Asasi Manusia • Equality and Respect for Human Rights • Kesempatan Kerja yang Adil • Equal Work Opportunity • Pembayaran Tidak Wajar • Inappropriate Payments • Kerahasiaan Data dan Informasi • Data and Information Confidentiality • Pengawasan dan Penggunaan Asset • Control and Usage of Asset • Keselamatan Pertambangan dan Lingkungan • Mining Safety and Environment • Hak Atas Kekayaan Intelektual • Intellectual Property Rights • Perilaku Etis terhadap Sesama Karyawan • Ethical Behaviour towards Fellow Employee • Penggunaan Media Sosial • Usage of Social Media

Kami juga secara berkesinambungan melakukan penyesuaian Standar Etika Perusahaan dengan perkembangan hukum, sosial, norma, peraturan dan perkembangan bisnis ANTAM. Kami mengajak Insan ANTAM untuk turut serta berperan aktif dengan memberikan masukan terhadap pengembangan Standar Etika Perusahaan agar sejalan dengan nilai-nilai yang ada di ANTAM dan nilai yang tumbuh di masyarakat.

Kami terus melakukan sosialisasi untuk memperkuat implementasi GCG dan Standar Etika Perusahaan baik di ANTAM maupun di Anak Perusahaan. Sasaran dari kegiatan ini adalah seluruh pegawai Perusahaan agar lebih memahami dan dapat mempraktikkan GCG dalam setiap kegiatan Perusahaan.

ANTAM also continuously updates the Company's Code of Conduct according to legal, social, norms, and regulation developments, and the Company's business development. We also invite active participations from our people to give their inputs regarding the Code of Conduct in order that it can be aligned ANTAM's values as well as the communities' values.

ANTAM continues to communicate GCG and the Code of Conduct in ANTAM and its subsidiaries to strengthen GCG implementations. This aims for better understanding and application by all Company's employees in all Company activities.

Tabel berikut menjelaskan jenis-jenis kegiatan sosialisasi GCG dan media sosialisasi GCG ANTAM.

The following table describes types of GCG communication activities and media in ANTAM.

Jenis Kegiatan [102-17] Type of Activity	Media Sosialisasi [102-17] Communication Medium
Sosialisasi GCG, Gratifikasi dan LHKPN dengan materi: <ul style="list-style-type: none"> • Good Corporate Governance ANTAM • Gratifikasi dan Program Pengendalian Gratifikasi • Sistem Pelaporan Harta Kekayaan Penyelenggara Negara (LHKPN) • Bimbingan Teknis Pengisian Formulir LHKPN Socialization GCG, Gratification and with following subject: <ul style="list-style-type: none"> • Good Corporate Governance ANTAM • Gratification and Gratification Control • Wealth Report of State Official (LHKPN) • State Administrator Assets Report (LHKPN) Reporting 	<ul style="list-style-type: none"> • Sosialisasi melalui portal internal ANTAM dan email kepada seluruh Pegawai ANTAM • Sosialisasi langsung kepada Manajemen dan Pegawai Kantor Pusat, Unit Geomin dan Unit Bisnis Learning and Development pada tanggal 15 November 2017 <ul style="list-style-type: none"> • Socialization through ANTAM's internal portal and blasting email for all ANTAM employee • Direct Socialization to Management and all employee at Head office, Geomin Unit and Learning and Development Business Unit on November 15, 2017
Pelatihan <i>Strategic Business Training, GCG, Risk Management, Legal and Subsidiaries Management</i> dengan materi: <ul style="list-style-type: none"> • <i>Good Corporate Governance</i> ANTAM • <i>Whistleblowing System</i> • <i>Risk Management</i> bagi Anak Perusahaan • Anggaran Dasar Perusahaan, Tugas dan Tanggung Jawab Dewan Komisari dan Direksi Anak Perusahaan • Kebijakan Pengelolaan Anak Perusahaan • Hubungan antar Induk dan Anak Perusahaan Strategic Business Training, GCG, Risk Management, Legal and Subsidiaries Management with following subject: <ul style="list-style-type: none"> • Good Corporate Governance ANTAM • Whistleblowing System • Subsidiaries Risk Management • Article of Assosiation, Duties and Responsibilities of Subsidiaries BOC and BOD • Subsidiaries Govenance Policy • Relation between Holding and Subsidiaries 	<ul style="list-style-type: none"> • Sosialisasi langsung kepada Direksi dan Dewan Komisaris Anak Perusahaan/Afiliasi pada tanggal 22 November 2017 Direct Socialization to Subsidiaries' BOC and BOD on November 22, 2017

BUDAYA PERUSAHAAN [102-16]

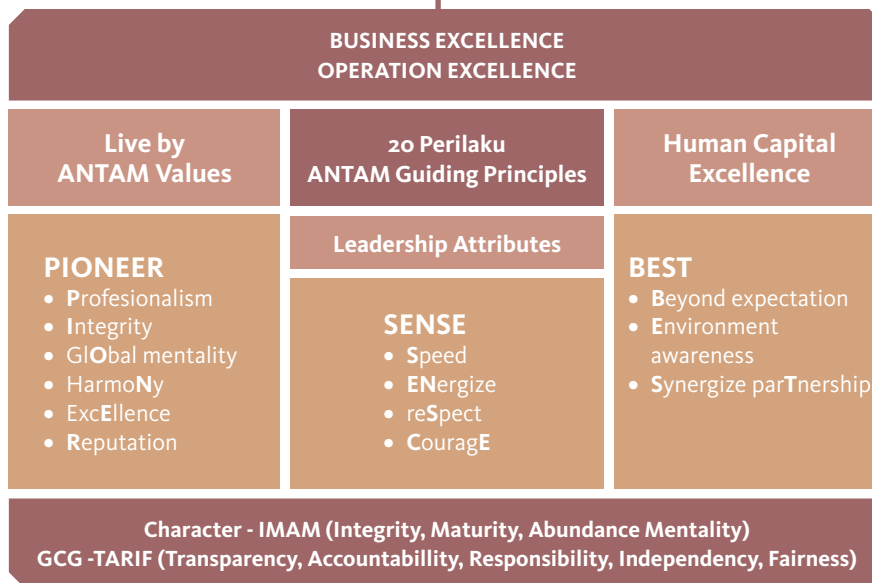
Kami menerapkan nilai-nilai ANTAM yang disebut PIONEER (*Professionalism, Integrity, glObal mentality, harmoNy, ExcEllence, Reputation*). Nilai-nilai tersebut menjadi ciri khas para Insan ANTAM dalam menjalani kegiatan operasional tiap harinya sehingga berujung pada suatu Budaya Perusahaan.

CORPORATE CULTURE [102-16]

We implement ANTAM values in our operation, called PIONEER (*Professionalism, Integrity, glObal mentality, harmoNy, ExcEllence, Reputation*). That values become a distinguishing characteristic of ANTAM's employees in conducting their daily operational activities, it will become our corporate culture.



VISION 2030



Pedoman dasar perilaku Insan ANTAM terdapat dalam ANTAM *Guiding Principle* (AGP) yang disesuaikan dengan nilai-nilai PIONEER yang bertujuan untuk mengatur interaksi antar individu maupun kelompok kerja di Perusahaan. ANTAM Guiding Principles diterjemahkan dari 20 perilaku yang merupakan penerapan PIONEER yang wajib dilaksanakan oleh seluruh Insan ANTAM dalam setiap kesempatan, seperti dalam rapat, *safety talk*, dalam melakukan komunikasi, koordinasi dan kerja sama tim, *briefing*, *coaching*, dalam menghadapi klien atau tamu serta dalam konteks berhubungan dengan pemangku kepentingan lainnya. Untuk mengetahui implementasi dari AGP, maka dilakukan pengukuran setiap tahun. Pada tahun 2017, berdasarkan hasil pengukuran dengan metode survei, didapatkan hasil sebesar 3,29 dari skala 4. Capaian tersebut meningkat dari tahun 2016, yaitu 3,21.

Menuju visi 2030, aktualisasi dimulai dari pimpinan yang memiliki atribut SENSE (*Speed, Energize, Respect, and Courage*) sehingga akan membawa Insan ANTAM ke level *Human Capital Excellence* yaitu Insan-insan ANTAM yang memenuhi kriteria BEST (*Beyond Expectation, Environment Awareness dan Synergized Partnership*). Untuk dapat menjalankan BEST, tiap Insan Antam harus memiliki *live value*, berupa PIONEER (*Professionalism, Integrity, Global*) yang semuanya didasari dengan karakter yang disebut dengan

Guidelines for employees basic behavior are specified in ANTAM Guiding Principles, formulated according to PIONEER values, to guide individual or group work interactions. ANTAM Guiding Principles consists of 20 types of behavior according to PIONEER values, to be embodied at every work activity, such as in conducting meetings, safety talks, communication, coordination and teamwork, briefing, coaching, meeting with clients or guests, as well as in relations with other stakeholders. To ensure the implementation of AGP, We do yearly measurement. In 2017, based on survey measurement, its obtained 3,29 of the scale of 4 as result. The achievements is increase from 2016, 3,21.

Heading towards our 2030 vision, start from managerial levels who has the spirit of SENSE (*Speed, Energize, Respect, and Courage*), hence they can lead our people towards Human Capital Excellence, nurturing and developing ANTAM's people who in line with BEST criteria: Beyond Expectation, Environment Awareness, and Synergized Partnership. In order to achieve and implement BEST criteria, all of ANTAM's people must live of the value of PIONEER (*Professionalism, Integrity, Global*) that are build on a guiding principle characteristic of



IMAM (*Integrity, Maturity, Abundant Mentality*) dan prinsip-prinsip GCG yaitu TARIF (*Transparency, Accountability, Responsibility, Independency dan Fairness*).

Internalisasi Penanaman budaya Perusahaan dilakukan ANTAM secara formal melalui media sosialisasi antara lain: Kampanye Budaya Media Daring, *Regular Program Development*, Program ANTAM *Leadership Development Program* (ALDP), induksi pegawai baru dan penandatanganan pakta integritas, yang melibatkan seluruh jenjang manajemen hingga pelaksana lapangan serta mengikutsertakan pemangku kepentingan yang lebih luas. [102-17]

MANAJEMEN RISIKO [102-11]

ANTAM adalah Perusahaan yang bergerak di bidang pertambangan yang memiliki risiko kerja terkait kegiatan operasional setiap harinya. Oleh karena itu, kami berkomitmen secara efektif dan efisien dalam mengelola dan melakukan penanganan risiko secara proaktif dan memberikan perhatian terhadap alokasi modal dalam proses pengendalian. Pengelolaan risiko di Perusahaan bertujuan untuk memastikan bahwa kegiatan operasional yang kami lakukan aman dan berkesinambungan dengan menerapkan praktik-praktik kelas dunia untuk menjadikan Perusahaan sebagai pemain global.

Penerapan GCG yang efektif terlihat dengan dibentuknya satuan kerja manajemen risiko yang bertanggung jawab kepada Direktur Utama. Pelaksanaan manajemen risiko Perusahaan dilakukan berdasarkan Surat Keputusan Direksi Nomor 373.K/01/DAT/2015 tentang kebijakan Manajemen Risiko. Kebijakan tersebut disusun untuk memberikan kesadaran dan pemahaman yang sama kepada seluruh pegawai ANTAM mengenai konsep manajemen risiko sebagai suatu budaya Perusahaan dengan pengelolaan yang efektif, efisien dan terintegrasi sehingga selaras dengan arahan strategi korporat dalam mencapai visi dan misi Perusahaan serta sebagai pedoman untuk dapat memitigasi risiko di area kerja masing-masing.

IMAM (*Integrity, Maturity, Abundant Mentality*), and TARIF (*Transparency, Accountability, Responsibility, Independency, and Fairness*) as the related GCG criteria

Formal internalization of corporate culture is done through the following media and programs, including online Culture Campaign, Regular Program Development, ANTAM Leadership Development Program (ALDP), new employee induction and integrity pact signing, which invite participations from all levels of management to field officers, and wider stakeholders. [102-17]

RISK MANAGEMENT [102-11]

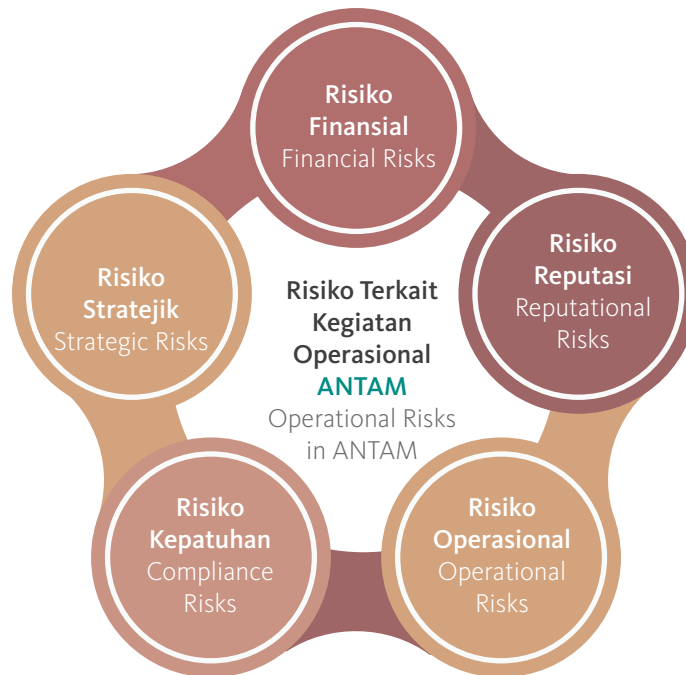
ANTAM is a Company operating in the mining sector, which possesses various risks in every day operation. Therefore, we commit to effectively and efficiently manage and measures risk treatment proactively and put into consideration capital allocation in control processes. This is to ensure that our operation can be conducted safely and sustainable to establish a national mining Company which is capable of competing at global level and growing to be a world-class mining Company.

An effective implementation of GCG in ANTAM can be seen through the establishment of risk management work unit that is accountable to the President Director according to Decision Letter Number: 373.K/01/DAT/2015 signed on 10 December 2015 by the President Director. This policy is made as guidance for all employees to implement risks treatment while conducting operational working activities. In addition, all employees have had the same perception and understanding risk management management as a culture of risk awareness (corporate risk culture) to the entire process of the Company with an emphasis on the concept of risk as everyone's responsibility (risk is everybody's business), which is in line with the corporate strategic direction in the efforts of achieving the Company's Vision, Mission, and Targets.



ANTAM mengidentifikasi risiko-risiko yang terkait dengan Perusahaan dan kegiatan usaha kami sebagai berikut:

ANTAM identifies risks related to the Company and our business activities as illustrated below:



Untuk meningkatkan transparansi dan akuntabilitas manajemen risiko di Perusahaan, kami mengembangkan sistem informasi Manajemen Risiko Perusahaan yang disebut dengan ANTAM Risk Management System (ARMS) sejak tahun 2009 dan telah diimplementasikan di seluruh unit kerja di Perusahaan. ARMS dibangun untuk mempermudah proses pengelolaan risiko dan membantu proses komunikasi secara efektif di lingkungan Perusahaan.

In developing our good corporate governance framework, the Company has particularly established ANTAM Risk Management System (ARMS) to support the overall risk management process. ARMS is an information system that performs risk management process which can assist in building an effective communication throughout the Company's internal network. ARMS started to be implemented in 2009 throughout ANTAM's operations.

Kami juga mengelola isu dari berbagai media baik lokal, nasional maupun internasional. Segala bentuk pemberitaan yang kami anggap penting, akan kami respon secara cepat dan tepat untuk menunjukkan sikap posisi Perusahaan. Sebagai Perusahaan publik kami berkewajiban menjaga citra dan *brand* Perusahaan, terutama bagi para seluruh pemangku kepentingan kami.

ANTAM also manages issues that emerge from local, national or international media. All types of coverage that we consider significant will be responded quickly and accordingly to clearly show our Company's position on the matter. As a public Company, we are responsible to maintain the Company's image and brand, especially to our shareholders.



**MEMASTIKAN EFEKTIVITAS PENERAPAN MANAJEMEN RISIKO DENGAN
ANTAM RISK MATURITY LEVEL (RML)**
ENSURING EFFECTIVENESS OF THE IMPLEMENTATION OF RISK MANAGEMENT WITH
ANTAM RISK MATURITY LEVEL (RML)

Pengukuran *Risk Maturity Level* (RML) atau tingkat kematangan pengelolaan risiko merupakan suatu proses untuk memastikan penerapan Manajemen Risiko yang sudah dijalankan sesuai dengan yang direncanakan dan sesuai dengan *best practice* suatu penerapan ERM. Dalam pengukuran *Risk Maturity Level* (RML) ini menggunakan pendekatan yang disebut Model Maturitas (Maturity Model), di mana model ini adalah suatu cara terstruktur dalam menyoroti aspek-aspek dari suatu proses ERM yang efektif.

Pelaksanaan pengukuran tingkat kematangan pengelolaan risiko Perusahaan telah kami laksanakan sejak tahun 2010 dilakukan oleh *assessor* independen baik secara internal dari Divisi Internal Audit maupun secara eksternal dengan *assessor* yang kompeten dalam pengukuran *Risk Maturity Level* (RML). Pelaksanaan metode pengukuran dengan *assessor* independen dari internal dan eksternal sebagai bentuk *check & balance* sehingga dapat diperoleh rekomendasi yang komprehensif untuk peningkatan pengelolaan risiko korporat yang terintegrasi. Metode yang digunakan untuk pengukuran *Risk Maturity Level* (RML) melalui *assessor* eksternal adalah dengan metode RIMS (Risk & Insurance Management Society, inc.). Dalam RIMS Risk Maturity Model (RMM) terdapat 7 atribut dalam skala 5 level maturitas, di mana setiap level menunjukkan peringkat organisasi menurut pencapaian *best practice* dalam penerapan ERM.

Hasil pengukuran *Risk Maturity Level* (RML) telah menunjukkan tren peningkatan baik dari *assessor* internal maupun eksternal. Untuk tahun 2017 melalui *assessor* eksternal dengan metode RIMS, level maturitas manajemen risiko ANTAM adalah 3,46 dengan skor untuk tingkat efektivitas termasuk dalam kategori baik (GOOD) dan sedang bergerak dari level Repeatable (level 3 dari 5) ke Managed (level 4 dari 5).

Berdasarkan laporan eksekutif RIMS (survei terhadap 2000 Perusahaan di Amerika terkait pengelolaan risiko) menunjukkan tidak sampai 10% Perusahaan tersebut mencapai level 3 ke atas. Sehingga, ANTAM telah berada pada jalur yang tepat dalam mencapai tingkat kematangan pengelolaan risiko yang lebih tinggi, di mana pengelolaan risiko telah menjadi budaya dalam setiap implementasi rencana kerja dan anggaran Perusahaan.

Measurement of Risk Maturity Level (RML) or risk management maturity level is a process to ensure the implementation of Risk Management that has been run is in accordance with the plan and in accordance with the best practice of ERM implementation. In the measurement of Risk Maturity Level (RML) it uses an approach called the Maturity Model (Maturity Model), where this model is a structured way of highlighting aspects of an effective ERM process.

Implementation of our Company's risk management maturity measurement has been conducted since 2010 and conducted by independent assessors both internally from the Internal Audit Division and externally with competent assessors in Risk Maturity Level (RML) measurements. Implementation of measurement method with independent assessors from internal and external as a form of check & balance so as to obtain comprehensive recommendation for improvement of integrated corporate risk management. The method used to measure Risk Maturity Level (RML) through an external assessor which is RIMS (Risk & Insurance Management Society, inc.) Method. In RIMS Risk Maturity Model (RMM) there are 7 attributes on a 5 level maturity scale, where each level shows the organization's ranking according to the best practice achievement in ERM implementation.

The measurement result of Risk Maturity Level (RML) has shown an increasing trend both from internal and external assessors. For 2017, through an external assessor with the RIMS method, ANTAM's risk management maturity level is 3.46 with a score for the effectiveness level included in the good category (GOOD) and moving from the level of Repeatable (level 3 of 5) to Managed (level 4 of 5).

Based on the RIMS executive report (survey of 2000 companies in America related to risk management) showed not up to 10% of companies have reached level 3 and above. Thus, ANTAM has been on the right track in achieving a higher level of risk management maturity, where risk management has become a culture in every implementation of the Company's work plan and budget.

MANAJEMEN PEMASOK

Sebagai Perusahaan dengan skala bisnis yang besar, sinergi berbagai pihak terutama terhadap penyedia barang dan jasa menjadi sangat penting untuk mendukung kelancaran alur produksi Perusahaan. Untuk itu, ANTAM harus selalu menjaga hubungan yang baik dengan para penyedia barang dan jasa.

Dalam Kebijakan Pengelolaan Rantai Pasokan (*Supply Chain Management*) sesuai dengan Surat Keputusan Direksi PT ANTAM (Persero) Tbk Nomor 333.K/92/DAT/2017, ANTAM mengklasifikasikan penyedia barang dan jasa sebagai berikut: [102-9]

1. Berdasarkan Sifat Penyedia Barang dan Jasa
 - a. Penyedia barang/jasa umum merupakan pemasok yang menyediakan barang dan jasa dengan tingkat risiko pasokan terhadap operasional relatif rendah, serta memiliki tingkat kompetisi yang tinggi dan sehat. Penyedia barang/jasa umum memiliki jumlah dan varian/klasifikasi penyedia barang dan jasa yang sangat banyak, termasuk UKM dan Koperasi Kecil.

SUPPLIER MANAGEMENT

As a Company with a large business scale, the synergy of various parties, especially to the providers of goods and services becomes very important to support the smooth flow of production of the Company. To that end, ANTAM must always maintain a good relationship with the providers of goods and services.

In the Supply Chain Management Policy in accordance with the Decree of the Board of Directors of PT ANTAM (Persero) Tbk No. 333.K /92/DAT/2017, ANTAM classifies providers of goods and services as follows: [102-9]

1. Based on the Nature of the Provider of Goods and Services
 - a. Providers of public goods / services are suppliers that provide goods and services with relatively low levels of supply risk to operations, and have a high level of competition and health. Providers of public goods / services have an extensive number and variety of goods and services providers, including SMEs and Small Cooperatives.



Product Storage di UBPP Logam Mulia
Product Storage in Precious Metals Processing and Refinery Business Unit

- b. Penyedia barang/jasa khusus merupakan pemasok yang menyediakan barang dan jasa dengan tingkat risiko pasokan terhadap operasional relatif tinggi, namun nilai pasokannya relatif kecil. Jumlah penyedia barang dan jasa ini tidak banyak di pasar. Penyedia barang/jasa khusus harus dapat menjaga kemitraan sehingga diperoleh jaminan pasokan dan keandalan layanan dari barang dan jasa yang diperlukan.
 - c. Penyedia barang/jasa strategis merupakan pemasok yang menyediakan barang dan jasa dengan nilai pasokan besar serta tingkat risiko pasokan terhadap operasional sangat tinggi. Dalam pemilihan penyedia barang dan jasa ini harus mempertimbangkan kemampuan teknis, kemampuan komersial, serta sinergi dan kolaborasi yang mungkin dilakukan antara Perusahaan dan penyedia barang/jasa. Penyedia barang dan jasa harus loyal dan memberikan prioritas pasokan barang dan jasa terhadap Perusahaan.
- b. Providers of specialized goods / services are suppliers that provide goods and services with a relatively high level of supply risk to operations, but the value of supply is relatively small. The number of providers of these goods and services is not much in the market. Providers of goods / services must be able to maintain a partnership so it could guarantee the supply and reliability of services of goods and services required.
 - c. Providers of strategic goods / services are suppliers that provide goods and services with a large supply value and very high level of supply risk to operations. In the selection of these goods and services providers should consider the technical capabilities, commercial capabilities, and possible synergies and collaborations between the Company and the provider of goods/ services. Providers of goods and services must be loyal and give priority to the supply of goods and services to the Company.
- 2. Berdasarkan Klasifikasi Bidang Usaha
Penyedia barang/jasa yang kegiatan usaha (bidang keahlian/kompetensi dan spesialisasi) ditentukan sebagaimana dalam anggaran dasar, dibuktikan dengan sertifikasi, sertifikasi tenaga ahli, komposisi tenaga ahli, fasilitas penunjang, dan pengalaman kerja. Klasifikasi bidang usaha yang dimaksud adalah: penyedia barang,
 - 2. Based on Business Classification
Providers of goods/services whose business activities (areas of expertise/competency and specialization) are determined as in articles of association, proven by certification, expert certification, expert tenant composition, supporting facilities, and work experience. The classification of the business field is: goods providers,

penyedia jasa konstruksi, penyedia jasa konsultasi, penyedia jasa lainnya, dan penyedia usaha jasa pertambangan.

3. Berdasarkan Jenis Usaha
Pengelompokan klasifikasi ini dilakukan berdasarkan model bisnis yang dijalankan oleh penyedia barang dan jasa (pabrik/*principal*, distributor, agen, *general supplier*, koperasi) yang kemudian dibuktikan dengan data pendukung, seperti lisensi, surat penunjukan, surat keagenan, izin usaha, dan hasil survei lapangan.
4. Berdasarkan Nilai Modal Kerja
Kualifikasi penyedia barang dan jasa berdasarkan besarnya modal kerja adalah usaha kecil (UK) dan usaha bukan kecil (BK).
5. Berdasarkan Domisili
Kualifikasi penyedia barang dan jasa berdasarkan domisili dibagi ke dalam dua kelompok yaitu penyedia barang dan jasa nasional yang didirikan berdasarkan hukum negara Indonesia, serta penyedia barang dan jasa asing yang didirikan berdasarkan hukum negara bukan Indonesia.

Sebagai salah satu upaya penerapan manajemen penyediaan barang dan jasa yang baik, ANTAM menetapkan kebijakan *screening/assessment* berkala atas kinerja para pemasok. *Assessment* pemasok dilakukan dalam aspek keikutsertaan, kualitas barang/pekerjaan, komitmen selama memasok barang atau menyelesaikan pekerjaan, *service level*, *lead time*, biaya yang kompetitif, dan kepatuhan terhadap standar etika, serta keselamatan kerja dan lingkungan.

Di samping itu, untuk semua pekerjaan yang berkaitan dengan dampak lingkungan dan sosial oleh mitra kerja, ANTAM menggunakan standar pengelolaan lingkungan yang diterapkan mulai dari perencanaan dan proses pengadaan, pembuatan dan finalisasi kontrak sampai dengan penyelesaian akhir sesuai peraturan yang berlaku.

Standar tersebut meliputi:

1. Penetapan risiko lingkungan sebelum finalisasi kontrak yang telah mempertimbangkan sifat produk, kegiatan yang dilakukan dan jasa kinerja.
2. Adanya klausul di dalam *Term of Reference* (TOR) yang memuat kewajiban lingkungan dan sanksi apabila terjadi ketidaksesuaian dengan kontrak.
3. Mencantumkan klausul di dalam kontrak kerja yang memuat kewajiban pengelolaan lingkungan sesuai dengan standar yang telah ditetapkan dalam standar pengelolaan lingkungan di ANTAM.

construction service providers, consulting service providers, other service providers, and mining service providers.

3. Based on Business Model
This classification is based on a business model run by the provider of goods and services (manufacturer / principal, distributor, agent, general supplier, cooperative) which is then proven by supporting data, such as license, letter of appointment, agency letter, business license and survey result field.
4. Based on the Value of Working Capital
Qualification of goods and service providers based on the amount of working capital are small business (UK) and non-small business (BK).
5. Based on Domicile
The qualification of goods and service providers based on domiciles is divided into two groups: national goods and service providers established under Indonesian law, or foreign goods and services providers established under Indonesian non-state law.

As one of the efforts to implement good management of goods and services, ANTAM establishes a policy of regular *screening/assessment* concerning the performance of suppliers. The supplier assessment is carried out in the aspect of participation, quality of goods/work, commitment during supply of goods or completion of work, service level, lead time, competitive costs, and adherence to ethical standards, as well as work and environment safety.

In addition, for all work relating to environmental and social impacts by partners, ANTAM uses environmental management standards implemented from procurement planning to finalization of contracts to settlement completion under applicable regulations.

These standards include:

1. Establishment of environmental risks prior to the finalization of contracts that have considered the nature of the products, activities performed and performance services.
2. The existence of a clause in the *Term of Reference* (TOR) which contains environmental obligations and sanctions in case of nonconformity with the contract.
3. Include clauses in the work contract containing environmental management obligations in accordance with the standards set forth in the environmental management standard in ANTAM.



4. Konsistensi mitra kerja untuk melakukan pengelolaan lingkungan dan patuh terhadap kewajiban lingkungan.
5. Melaporkan tanggung jawab dan akuntabilitas pengelolaan lingkungan.
6. Penetapan persyaratan kepada mitra kerja untuk menyampaikan informasi tentang bahaya (*hazards*) dari material yang berhubungan dengan peralatan, produk, dan jasa sebelum dimulainya pelaksanaan pekerjaan.
7. Bersedia untuk mengikuti pembinaan bagi mitra lokal untuk memenuhi persyaratan standar pengelolaan lingkungan.

Seluruh pemasok terdaftar ataupun pemasok baru telah melalui proses seleksi dan evaluasi sesuai dengan standar di atas. [308-1][414-1]

PENERAPAN E-PROCUREMENT

Dalam rangka penerapan efisiensi untuk memilih para pemasok yang menjadi mitra ANTAM, kami melaksanakan *E-Procurement*, semua persyaratan para *supplier* dikirimkan melalui daring di *website* ANTAM (www.antam.com).

Dengan adanya *e-procurement*, kami ingin memastikan bahwa Perusahaan mewujudkan tata kelola yang baik dalam hal transparansi. Selain itu, pelaksanaan *e-procurement* merupakan kebijakan pemerintah untuk mengakomodasi keikutsertaan pemasok non BUMN. Hal ini sejalan dengan Peraturan ketenagakerjaan dalam melakukan pemilihan dan pengawasan kinerja pemasok.

4. Consistency of partners to do environmental management and adhere to environmental obligations.
5. Report environmental responsibility and accountability.
6. Establishment of requirements to partners to convey hazards information from materials relating to equipment, products and services prior to commencement of work.
7. Willing to follow coaching for local partners to meet the requirements of environmental management standards.

All existing registered suppliers and vendors are screened through a selection and evaluation process based on these standard criteria. [308-1][414-1]

E-PROCUREMENT IMPLEMENTATION

In order to boost efficiency in the process of supplier selection, ANTAM implements e-procurement system. Through this system all suppliers can submit all vendor requirements online through Company website (www.antam.com).

With the implementation of e-procurement system at ANTAM, we would like to ensure transparency as part of good corporate governance implementation in the Company. On top of that, e-procurement system is rolled out by the government to accommodate private sectors in becoming our vendors and partners as stipulated in Labor Law regarding suppliers' selection and evaluation.

RANTAI PASOKAN ANTAM DALAM ANGKA [102-9]

Unit Bisnis Business Unit	Pemasok Barang Goods Supplier		Pemasok Jasa Service Supplier		Pemasok Konsultasi Consultancy Supplier	
	Pemasok Lokal Local Supplier	Pemasok Nasional National Supplier	Pemasok Lokal Local Supplier	Pemasok Nasional National Supplier	Pemasok Lokal Local Supplier	Pemasok Nasional National Supplier
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	106	54	113	32	0	6
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	11	27	12	27	0	5
UBP Emas Gold Mining Business Unit	98	122	44	90	3	6
UBPP Logam Mulia Precious Metals Processing and Refinery Business Un	1	57	1	69	0	9
UBP Bauxit Bauxite Mining Business Unit	11	6	7	3	0	1
Unit Geomin Geomin Unit	1	40	1	38	0	13
Kantor Pusat Head Office	0	20	0	27	0	12

ANTAM SUPPLY CHAIN IN NUMBERS [102-9]



IMPLEMENTASI eSCM ANTAM eSCM ANTAM IMPLEMENTATION

Struktur biaya operasi ANTAM didominasi oleh material dan biaya jasa. Dibutuhkan sinergi dan kerja sama yang baik antara ANTAM dan mitra serta pemasok dalam menyediakan produk dan jasa yang memenuhi persyaratan mutu ANTAM pada saat yang tepat, di lokasi yang tepat dan dengan biaya terjangkau untuk membantu ANTAM beroperasi secara efisien dan untuk mempertahankan daya saing dalam industri pertambangan.

Salah satu upaya ANTAM beroperasi secara efisien tertuang dalam misi Perusahaan yakni mempercepat dan meningkatkan kinerja proses bisnis Pengelolaan Rantai Pasokan atau *Supply Chain Management* (SCM) ANTAM. Guna meningkatkan dan mempercepat kinerja SCM, ANTAM mengoptimalkan penggunaan teknologi informasi, melalui implementasi aplikasi eSCM. Sejak pertengahan 2008 ANTAM telah mengimplementasikan e-SCM/e-procurement yang terdiri dari modul: *Commodity Management*, *Vendor Management*, *Procurement Management* dan *Contract Management*, dalam perjalanannya modul tersebut harus disesuaikan dengan perubahan-perubahan proses bisnis dan regulasi pada internal ANTAM maupun eksternal. Hal ini kami lakukan sebagai upaya untuk menyediakan barang dan jasa yang diperlukan ANTAM dalam menjalankan usahanya dengan kualitas yang diperlukan (*quality requirement*), pada waktu yang tepat, di lokasi yang tepat, dan dengan total biaya keseluruhan yang terendah; dalam rangka pencapaian *Best Mining Practice* di lingkungan ANTAM.

Pada tahun 2017, ANTAM melakukan perubahan kebijakan yang tertuang pada Keputusan Direksi 333.K/DAT/92/2017 tentang Pengelolaan Rantai Pasokan pada proses bisnis serta regulasi sistem pengadaan barang dan jasa yang semula desentralisasi menjadi sentralisasi yang semula di bawah Direktorat Operasi menjadi dibawah Direktorat Pemasaran serta akan diimplementasikannya *Enterprise Resource Planning* (ERP) baru yaitu SAP sebagai pengganti Ellipse sehingga perubahan eSCM harus dilakukan.

Tujuan:

1. Penyesuaian modul Administrasi pada fitur hierarki posisi dari sistem desentralisasi menjadi sentralisasi di Kantor Pusat di bawah Direktur Pemasaran.
2. Penyesuaian pada modul *Procurement Management* yaitu pada fitur: *procurement planning*, penyempurnaan konsep serta alur pada proses *e-bidding* serta yang penambahan SLA (*Service Level Agreement*) pada setiap tahapan proses pengadaan. Perubahan ini diharapkan meningkatkan layanan serta dapat mempercepat proses pengadaan di seluruh ANTAM.
3. Penyempurnaan pada modul *Contract Management* pada fitur pembuatan Kontrak/PO (*Purchase Order*) untuk mempermudah *monitoring* pelaksanaan kontrak, diharapkan dengan perubahan ini performa kinerja mitra kerja meningkat dan dapat ditingkatkan untuk mendukung operasional ANTAM.

ANTAM's operating cost structure is dominated by materials and service costs. It requires good synergy and cooperation between ANTAM and partners and suppliers in providing products and services that meet ANTAM quality requirements at the right time, at the right location and at an affordable cost to help ANTAM operate efficiently and to maintain competitiveness in the mining industry.

One of ANTAM's efforts to operate efficiently is stated in the Company's mission of accelerating and improving the business process performance of ANTAM Supply Chain Management (SCM). To improve and accelerate the performance of SCM, ANTAM optimizes the use of information technology, through the implementation of eSCM applications. Since mid 2008 Antam has implemented e-SCM / e-procurement consisting of modules: *Commodity Management*, *Vendor Management*, *Procurement Management* and *Contract Management*, in practice, the module must be adjusted to changes in business processes in ANTAM as well as to prepare for the change in business processes and regulations, both in ANTAM's internal and external. This is what we do in an effort to provide ANTAM's goods and services in conducting its business with the required quality, at the right time, at the right location, and with the lowest total overall cost; in order to achieve *Best Mining Practice* in ANTAM environment.

In 2017, ANTAM made policy changes as stated in BOD Decree 333.K/DAT/92/2017 on Supply Chain Management on business processes as well as the regulation of procurement system of goods and services that was originally centralized to the centralization under the Directorate of Operations under the Directorate of Marketing and will implement a new ERP, which is SAP as a replacement for Ellipse therefore eSCM changes must be done.

Objectives:

1. Adjustment of Administration module on hierarchy of position from de-centralized feature system to become centralized in the Head Office under Marketing Director.
2. The adjustment of the Procurement Management module is in the features of: *procurement planning*, conceptualisation as well as the flow in the *e-bidding* process and the addition of SLA (*Service Level Agreement*) at each stage of the procurement process. This change is expected to improve services and can handle the procurement process throughout ANTAM.
3. Improvements to the Contract Management module on the Contract / Purchase Order feature to facilitate monitoring of contract completion, it is expected that with this change, the performance of partners would improve and could be accelerated the procurement in all ANTAM operations.

PENILAIAN PELAKSANAAN TATA KELOLA [102-28]

Penilaian Pelaksanaan GCG di ANTAM dilakukan setiap tahun oleh asesor independen. Hasil laporan penilaian tersebut oleh Direksi dan Dewan Komisaris dilaporkan kepada pemegang saham dalam RUPS tahunan. Penilaian dilakukan dengan menggunakan standar yang berlaku di Indonesia maupun yang berlaku internasional. Salah satunya yang dilakukan oleh Indonesia Institute of Corporate Governance (IICG), melalui penilaian *Corporate Governance Perception Index* (CGPI). Penilaian CGPI dilakukan berdasarkan pendekatan *Stakeholders* serta berorientasi pada motif pemenuhan praktik GCG secara kewajiban (*mandatory*) serta *best practices*, yang diwujudkan dengan beberapa tahapan penilaian yakni a) *self assessment* melalui distribusi kuesioner kepada pihak eksternal ANTAM yang mewakili Pemangku Kepentingan ANTAM, b) penilaian dokumen dan c) observasi. Dengan demikian hasil dari CGPI dianggap

ASSESSMENT OF GCG IMPLEMENTATION [102-28]

Assessment of GCG implementation in ANTAM is conducted yearly by an independent assessor. Results from the assessment will be reported by the Board of Directors and the Board of Commissioners to the shareholders during Annual General Meeting of Shareholders. The assessment is conducted according to various national and international standards. One of which is the assessment of Corporate Governance Perception Index (CGPI) that was conducted by the Indonesian Institute of Corporate Governance (IICG). CGPI assessment uses stakeholder approach and is oriented towards the fulfilment of GCG mandatory practices as well as best practice which is conducted through a series of assessment: a) self assessment through survey distribution to ANTAM's external parties that represent the Company's stakeholders, b) desktop (document) assessment, and c) observation. Thus, the result of CGPI may represent



mampu merepresentasikan persepsi Pemangku Kepentingan atas tingkat penerapan GCG di ANTAM. Dalam CGPI, ANTAM telah memperoleh penghargaan “*Most Trusted Company*” selama sembilan tahun berturut-turut sejak tahun 2008.

stakeholders’ perception towards GCG implementation in ANTAM. Through this assessment in 2017, ANTAM has successfully obtained the award of “*Most Trusted Company*”, an achievement that we have maintained for nine consecutive years since 2008.

HASIL PENILAIAN PENERAPAN GCG ANTAM [102-28]

ANTAM GCG ASSESSMENT RESULT [102-28]

Acuan Parameter	Asesor Assessor	Pencapaian Achievement			Keterangan Pencapaian Remarks
		2015	2016	2017	
Governance Perception Index (CGPI)	Indonesian Institute of Corporate Governance (IICG)	89,12	88,64	88,69	“Most Trusted Company”
ASEAN Corporate Governance Scorecard	Indonesia Institute for Corporate Directorship (IICD)	93,28	90,29	95,87	“Excellent”
BUMN Scorecard, SK-16/S-MBU/2012	PT Sinergi Daya Prima	97,57	97,86	97,01	“Sangat Baik” “Very Good”
Australian Securities Exchange (ASX) Corporate Governance Principles and Recommendations	PT Sinergi Daya Prima	4,69	4,76	“The Corporate Governance Structure is Outstanding”	
Pedoman Tata Kelola Perusahaan Terbuka dari OJK Corporate Governance Guideline for Public Company by FSA	PT Sinergi Daya Prima	Fully Comply	Fully Comply	Fully Comply	

APRESIASI PENERAPAN GCG BAGI ANTAM

Kinerja GCG yang baik di lingkungan Perusahaan mendapatkan apresiasi dari pihak eksternal. Apresiasi tersebut diberikan terkait penerapan kebijakan dan sistem GCG yang dilakukan secara konsisten di lingkungan Perusahaan. Berikut adalah apresiasi atas penerapan GCG yang diterima Perusahaan selama periode 2017 :

GCG IMPLEMENTATION APPRECIATION FOR ANTAM

GCG implementation in Company has gained appreciation from external parties. This is due to consistent implementation of GCG policies and system within the Company. Appreciation given to the Company in 2017 on the implementation of GCG in ANTAM are including:

Date	Event	Award	Organizer
2 November 2017 November 2, 2017	Indonesia Good Corporate Governance Award III 2017 (IGCGA III 2017).	<ul style="list-style-type: none"> Peringkat pertama Kategori 20 Besar Perusahaan GCG Terbaik di Indonesia 2017 The first place in Top 20 Best GCG Companies in Indonesia as well as ranked first in the Listed SOE 	<ul style="list-style-type: none"> Economic review Insitut Pengembangan Manajemen Indonesia (IPMI) Indonesia - Asia Institute Ideku Grup Sinergi Daya Prima (SDP)
8 Desember 2017 December 8, 2017	Indonesia Institute for Corporate Directorship (IICD) 9 th Corporate Governance Conference & Award 2017	<ul style="list-style-type: none"> The Best Non Financial Sector Biggest Market Capitalization TOP 50 of The Biggest Market Capitalization Public Listed Companies 	<ul style="list-style-type: none"> Indonesia Institute for Corporate Directorship (IICD) Majalah Kontan
19 Desember 2017 December 19, 2017	Corporate Governance Perception Index (CGPI) Award 2016	Most Trusted Company Based on Corporate Governance Perception Index (CGPI)	<ul style="list-style-type: none"> The Indonesian Institute for Corporate Governance (IICG) Majalah SWA



Sepanjang 2017, ANTAM telah mematuhi seluruh ketentuan, peraturan dan perundangan yang berlaku terkait pelaksanaan kegiatan operasional di seluruh anak Perusahaan maupun dalam penerapan inisiatif dan program keberlanjutan. Pada tahun 2017, ANTAM mendapatkan sanksi administratif dari Otoritas Jasa Keuangan (OJK) atas keterlambatan penyampaian laporan transaksi afiliasi ANTAM. Sanksi tersebut telah ditindaklanjuti oleh Perusahaan. Untuk mencegah terjadinya keterlambatan pelaporan kepada OJK, kami telah meningkatkan koordinasi dengan pihak terkait di Perusahaan serta memperbaiki prosedur kerja.

ANTI KORUPSI

ANTAM berkomitmen menciptakan praktik bisnis yang bersih dan menjauhi segala bentuk kecurangan/*fraud*. Sejalan dengan itu, ANTAM melakukan berbagai upaya pencegahan dan pemberantasan korupsi di lingkungan Perusahaan. ANTAM menjadikan anti korupsi sebagai aspek utama yang secara terus menerus diawasi pada setiap kegiatan dan disosialisasikan kepada seluruh Insan ANTAM maupun kepada pihak-pihak yang terlibat dalam bisnis Perusahaan.

STRATEGI PENGELOLAAN ANTI KORUPSI [102-17] [205-2]

Anti korupsi menjadi agenda utama yang dikomunikasikan kepada setiap Insan ANTAM secara konsisten sepanjang waktu. Pendekatan yang dilakukan Perusahaan terkait Strategi Anti-Korupsi:

Throughout 2017, ANTAM has complied to all prevailing regulation and law related to our business and operational activities at all Business Units and subsidiaries, including in implementing our sustainability initiatives and programs. In 2017, ANTAM received administrative sanction from the Indonesian Financial Service Authority (Otoritas Jasa Keuangan – OJK) due to our late submission of ANTAM's affiliated transaction report. We learned our lesson and has implemented various improvement measures including fostering coordination between related parties internally and improving working procedures.

ANTI CORRUPTION

ANTAM commits to creating clean business practices and avoid any kinds of fraud. For this purpose, ANTAM make various efforts to prevent and eradicate corruption in Company's environment. ANTAM places anti corruption as a priority that will continue be monitored in every Company activity and communicated to all ANTAM employees and related parties.

ANTI-CORRUPTION STRATEGY MANAGEMENT [102-17] [205-2]

Anti corruption becomes a main agenda that is consistently communicated to all ANTAM's people at all times. Approaches taken by the Company on Anti-Corruption Strategy:



STRATEGI ANTI-KORUPSI ANTAM [102-17][205-2]	ANTAM'S ANTI-CORRUPTION STRATEGY [102-17][205-2]
<ul style="list-style-type: none"> - Pengikatan dengan pemberian komitmen kepatuhan atas Standar Etika Perusahaan yang ditandatangani ulang setiap tahun. Di tahun 2017, kami melakukan revisi Standar Etika Perusahaan yang disesuaikan dengan perkembangan Perusahaan; - Sosialisasi <i>Good Corporate Governance</i> ke Unit/Unit Bisnis dan Anak Perusahaan serta sosialisasi melalui portal internal ANTAM yang dapat diakses oleh seluruh pegawai; - Sosialisasi <i>Good Corporate Governance</i>, Pengendalian Gratifikasi dan Penyampaian LHKPN bagi pegawai Kantor Pusat, Unit Bisnis Learning and Development dan Unit Geomin yang dilaksanakan pada 15 November 2017 dengan jumlah peserta 194 orang yang akan menjadi pionir implementasi budaya anti korupsi di masing-masing Unit/Unit Bisnis; - <i>Training</i> terkait anti korupsi yang telah diikuti oleh ANTAM adalah: <ol style="list-style-type: none"> 1. Pelaporan LHKPN yang diselenggarakan oleh KPK pada tanggal 3 Mei 2017; 2. Bimbingan Teknis e-LHKPN yang diselenggarakan oleh KPK pada tanggal 1 Agustus 2017; 3. Diskusi panel Program Integritas di BUMN yang diselenggarakan oleh KPK pada tanggal 25-27 September 2017; 4. Exploring Anti-Bribery and Compliance Program in Indonesia yang diselenggarakan oleh SAI Global pada tanggal 3 Oktober 2017; 5. Rembuk Integritas Nasional yang diselenggarakan oleh KPK pada tanggal 5-7 Desember 2017; 6. Rapat Koordinasi Nasional Pengendalian Gratifikasi yang diadakan oleh KPK pada tanggal 11 Desember 2017 Kegiatan tersebut di atas diikuti oleh 9 (sembilan) orang pegawai sebagai penanggungjawab implementasi program anti korupsi di ANTAM; - Penyampaian Materi GCG dalam pelatihan program pengembangan, kepemimpinan, baik di tingkat dasar, tingkat menengah, maupun tingkat lanjutan bagi karyawan ANTAM serta dalam program pengenalan kepada anggota Dewan Komisaris dan anggota Direksi yang baru menjabat dan kepada karyawan baru ANTAM; - Penggunaan media pelaporan pelanggaran (<i>Whistleblowing System</i>); - Adanya Kebijakan perihal Pengendalian Gratifikasi dan Pembentukan Unit Pengendali Gratifikasi; - Adanya Kebijakan Penyampaian dan Pengelolaan LHKPN serta pembentukan Administrator Pengelola LHKPN ANTAM; - Pemberlakuan kewajiban Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) bagi Dewan Komisaris, Direksi serta Karyawan ANTAM hingga 2 (dua) level dibawah Direksi; - Penggunaan <i>e-procurement</i> dalam proses pengadaan barang dan jasa di ANTAM; - Penggunaan aplikasi berbasis teknologi informasi yang didalamnya telah mengakomodir mekanisme <i>check and balance</i>, di antaranya aplikasi Surat Perintah Perjalanan Dinas (SPPD) <i>online</i>, <i>Human Capital Information System</i> (HCIS), dan <i>Online Document Payment</i> (ODP). 	<ul style="list-style-type: none"> - Binding through yearly signing of Company's Code of Conduct as a sign of compliance commitment; In 2017, we revised our Code of Conduct related to ANTAM's corporate development; - Good Corporate Governance socialization activities to all Units/Business Units and Subsidiaries, as well as socialization through ANTAM's internal portal that is accessible by all employees; - Good Corporate Governance socialization, Gratification and LHKPN Report Submission for employees at Head Office, Learning and Development Business Unit, and Geomin Unit which was held on 15 November 2017 with 194 participants. This socialization is a starting point to pioneer anti-corruption culture implementation at all our Units/Business Units; - Trainings with anti-corruption training focus which was participated by ANTAM were: <ol style="list-style-type: none"> 1. LHKPN Report which was held by KPK on May 3, 2017; 2. E-LHKPN Report Technical Assistance Training which was held by KPK on August 1, 2017; 3. Panel Discussion on Integrity Program in State-Owned Enterprises which was help by KPK on September 25-27, 2017; 4. Exploring Anti-Bribery and Compliance Program in Indonesia which was held by SAI Global on October 3, 2017; 5. National Integrity Forum which was held by KPK on December 5-7, 2017; 6. National Coordination Meeting on Gratification Control which was held by KPK on December 11, 2017; 9 (nine) of ANTAM employee were assigned to participate in those listed events as the main persons-in-charge of our anti-corruption measures/program implementation in ANTAM; - Exposure GCG materials in development and leadership training programs, either in basic, intermidate or advanced levels for all employees of ANTAM, as well as in introduction program to new members of the Board of Commissioners and the Board of Directors and new employees of ANTAM; - Usage of whistleblowing system; - Establishment of management policy on Gratification control and the formation of a gratification control unit; - Establishment of management policy on Wealth Report of State Official (LHKPN) and the formation of LHKPN administrator; - Requirement for State Administrators' Assets Report (LHKPN) for Commissioners, Directors and ANTAM employee up to 2 level under the Board of Directors; - Use of e-procurement in product and service procurement process in ANTAM; - Use of information technology-based applications with check and balance mechanisms, among others online Business Trip Assignment (SPPD), Human Capital Information System (HCIS), and Online Document Payment (ODP).

Selain kepada pihak internal Perusahaan, ANTAM juga memberikan pemahaman pada pihak eksternal tentang komitmen ANTAM untuk menjalankan Perusahaan dengan *prudent* melalui kegiatan *gathering*/sosialisasi. Sosialisasi tersebut di antaranya dihadiri oleh pemasok/mitra kerja atau Pemerintah Daerah di masing-masing unit/unit bisnis.

Beside to internal parties, ANTAM also communicates to external parties regarding our commitment to operate our business in a prudent way through various gatherings. Such events involved suppliers/business partners and the local government administration where each of our unit/business unit is located.



Cegah Korupsi, ANTAM-KPK Bersinergi
 As A Corruption Preventive Measure, ANTAM Develops Synergy with KPK

ANTAM berkomitmen dalam memperkuat upaya Perusahaan dalam mencegah tindak pidana korupsi dan gratifikasi serta mendukung terwujudnya integritas nasional. ANTAM melakukan kerja sama dengan Komisi Pemberantasan Korupsi pada tanggal 24 Juli 2017 melalui penandatanganan Komitmen Pencegahan Terintegrasi. Penandatanganan tersebut dilakukan oleh Direktur Utama ANTAM Arie Prabowo Ariotedjo dan Direktur Gratifikasi KPK Giri Suprapdiono.

Sebagai tindak lanjut dari Komitmen Pencegahan Terintegrasi ini, ANTAM telah membangun sistem integritas Perusahaan yang lebih terintegrasi di tahun 2017. ANTAM telah melakukan pengkinian atas kebijakan Gratifikasi yang mengacu pada peraturan KPK, serta pengkinian atas Kebijakan Penyampaian dan Pengelolaan LHKPN. Selain itu, untuk semakin menumbuhkan semangat dalam memberantas Korupsi, ANTAM juga telah membentuk Unit Pengendali Gratifikasi serta Tim Administrator Pengelola LHKPN yang bertugas untuk mengawal implementasi Kebijakan ini.

Kami meyakini, inisiasi upaya-upaya yang dilakukan ANTAM untuk pencegahan tindak pidana korupsi dan gratifikasi di tahun 2017 akan mendukung terciptanya sumber daya manusia berintegritas, meningkatkan sinergi dan memperkuat kesadaran semua pihak atas pelaksanaan operasional Perusahaan yang sesuai dengan tata kelola yang baik serta peraturan perundang-undangan yang berlaku.

ANTAM is committed to foster our measures towards the prevention of corruption and gratification within our Company and we continue to encourage integrity nationally. In doing so, ANTAM collaborates with Corruption Erradication Commission (Komisi Pemberantasan Korupsi – KPK) on July 24, 2017 through the stipulation of Integrated Prevention Commitment, which was signed by ANTAM's President Director Arie Prabowo Ariotedjo and KPK's Director of Gratification Giri Suprapdiono.

As a continuation of the Integrated Prevention Commitment, ANTAM improved our Corporate Integrated Integrity System in 2017, including upgrade on Gratification Policy that refers to KPK Regulation, and State Official Asset Report (Laporan Harta Kekayaan Pejabat Negara – LHKPN) Submission and Management. Moreover, in order to boost awareness and the spirit of anti-corruption, ANTAM has assembled a team of Gratification Control Unit and LHKPN Administrator Management Team whose main duties are to ensure the implementation of these policies.

ANTAM believes that all our efforts to prevent corruption and gratification throughout 2017 will help nurture integrity among our people, improve synergy, and foster the awareness of all related parties towards responsible and accountable operation and business activities in accordance with the principles of good corporate governance and the prevailing law and regulation.

MEKANISME PENGAWASAN MELALUI WHISTLEBLOWING SYSTEM [102-17]

Berbagai upaya dilakukan ANTAM untuk terus meningkatkan praktik transparansi dan menancapkan nilai-nilai integritas anti korupsi khususnya yang terkait dengan pelaporan pelanggaran baik yang dilakukan oleh karyawan maupun manajemen Perusahaan.

Sejak tahun 2008, ANTAM telah merumuskan Sistem dan Pedoman Pelaporan Pelanggaran (*Whistleblowing System*). *Whistleblowing System* (WBS) berfungsi sebagai media bagi saksi pelapor untuk menyampaikan informasi mengenai indikasi tindakan pelanggaran yang terjadi di dalam Perusahaan. Sistem ini menjamin terselenggaranya mekanisme penyelesaian pelaporan pelanggaran oleh pemangku kepentingan secara efektif dalam jangka waktu yang memadai.

WHISTLEBLOWING SYSTEM MONITORING MECHANISM [102-17]

ANTAM continues to make various efforts to improve transparency practices and internalize values on anti corruption integrity, especially those related to reporting of violations made by either the employees or the management of ANTAM.

Since 2008, ANTAM has formulated a Policy and System for Violations Reporting (*Whistleblowing System*) and updated according to the Decision Letter of the Board of Commissioners No.30/DK/SK/IX/2014 dated 19 September 2014 on Guidelines and Procedures for Violations Reporting (*Whistleblowing*) as a medium for reporting witnesses to submit their information regarding indication of violations in the Company. The system ensures an implementation of a violation report completion mechanism by stakeholders effectively in a timely manner.



Sesuai Peraturan Menteri BUMN Nomor Per-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN, disebutkan bahwa Direksi menyusun ketentuan yang mengatur mekanisme pelaporan atas dugaan penyimpangan pada BUMN yang bersangkutan, namun untuk menjaga independensi dalam pengelolaannya, implementasi WBS di ANTAM dilakukan oleh Tim WBS yang anggotanya berasal dari Tim Independen yang berasal dari Komite Penunjang Dewan Komisaris.

Tim WBS diangkat oleh Dewan Komisaris. Tim WBS bertugas untuk menangani pelaporan pelanggaran, mendalami laporan, dan mengawasi tindak lanjut penyelesaian laporan yang diterima. Tim WBS menerima pelaporan pelanggaran secara tertulis dari Sekretaris Dewan Komisaris untuk dilakukan evaluasi lebih lanjut.

Evaluasi Tim WBS mencakup aspek administrasi, operasional dan yudisial. Tindak lanjut penanganan pelaporan pelanggaran termasuk perbaikan sistem atau penindakan yang perlu dilakukan di lingkungan Manajemen dikordinasikan oleh SVP Corporate Secretary.

Related on SOE's minister regulation No Per-01/MBU/2011 on Implementation of Good Corporate Governance in SOEs specifies that the Board of Directors is to establish requirements that would regulate a mechanism for violations reporting to the related SOEs. However, to maintain independency of management, the implementation of WBS in ANTAM is done by WBS Team, whose members consist of independent parties from the Supporting Committees of the Boar of Commissioners.

Whistleblowing Team is appointed by the Board of Commissioners. Whistleblowing Team is assigned to handle violations reporting, investigate the reports, and supervise the follow ups on received reports. Whistleblowing Team receives written violation reports from the Secretary of the Board of Commissioners for further evaluations.

Evaluation on Whistleblowing Team covers administrative, operation and judicial aspects. Follow up action of violation report including system improvement or necessary action in management environment is to be coordinated with SVP Corporate Secretary.

Ketua Tim Chairman	<ul style="list-style-type: none"> • Anggota Komite Audit • Diangkat dan diberhentikan oleh Dewan Komisaris berdasarkan keputusan Dewan Komisaris 	<ul style="list-style-type: none"> • Member of Audit Committee • Appointed and discharged by BoC according to BoC decision
Anggota Member	<ul style="list-style-type: none"> • Perwakilan dari Anggota Komite Audit dan Komite Nominasi & Remunerasi (GCG-NR) • Pihak lain yang diperlukan sesuai dengan kompetensi dan keahliannya 	<ul style="list-style-type: none"> • Representation of Audit Committee & Nomination & Remuneration Committee (GCG-NR) • Other parties needed based on competency and expertise
Counterpart	<ul style="list-style-type: none"> • SVP Corporate Secretary 	<ul style="list-style-type: none"> • SVP Corporate Secretary

Mekanisme pelaporan pelanggaran (*whistleblowing*) dilakukan secara tertulis dengan menyampaikan surat resmi yang ditujukan kepada Perusahaan c.q Dewan Komisaris, melalui e-mail whistleblowing@antam.com dan jika perwakilan pemangku kepentingan adalah lembaga atau badan hukum, maka harus melampirkan dokumen yang menyatakan bahwa pihak yang mengajukan pelaporan pelanggaran berwenang untuk mewakili lembaga atau badan hukum tersebut.

Pelaporan pelanggaran dapat berasal dari pegawai Perusahaan (pihak internal) dan dari pihak eksternal (pelanggan, pemasok, masyarakat). Pelapor seyogyanya memberikan bukti, informasi, atau indikasi yang jelas atas terjadinya pelanggaran, sehingga mampu ditelusuri dan dapat ditindaklanjuti.

The mechanism for violation reporting (*whistleblowing*) is done in written formal letter addressed to the Company c.q. the Board of Commissioners, to e-mail address whistleblowing@antam.com and, if the stakeholder is representing an institution or a legal body, it has to attach a document specifying that the party is legally representing the institution or legal entity.

Violation reporting can be received from an employee of the Company (internal party) or from external parties (customer, supplier, public). The party who submits a report (*whistleblower*) has to give clear evidences, information, or indications that the violation took place, for possible investigation and follow up.

Perusahaan wajib merahasiakan identitas pelapor dan isi laporan. Perusahaan juga dapat memberikan penghargaan kepada pelapor atas pelanggaran yang dapat dibuktikan dan menyelamatkan aset dan keuangan Perusahaan. Pihak-pihak yang berpartisipasi dalam pelaporan pelanggaran berhak mendapat perlindungan hukum dari Perusahaan.

Untuk mengukur efektivitas atas sistem pengawasan di Perusahaan, ANTAM memiliki mekanisme *Internal Control Review* (ICR) untuk memastikan efektivitas pengendalian internal di lingkungan unit dan Kantor Pusat serta pelaksanaan audit operasional yang dijalankan oleh Divisi Internal Audit.

EVALUASI EFEKTIVITAS WHISTLEBLOWING SYSTEM [103-3]

ANTAM melakukan evaluasi atas efektivitas pelaksanaan pencegahan dan pelanggaran melalui mekanisme *check and balance*. Secara internal evaluasi dilakukan melalui *Whistleblowing System* dan *Internal Control Review*. Pada tahun 2017 terdapat 1 (satu) laporan melalui *Whistleblowing System*, dan laporan tersebut telah selesai ditindaklanjuti.

The Company has to conceal the identity of the whistleblower and the content of the report. The Company may also award the whistleblower for any report that can be proven and can save the Company's assets and financial condition. Participants of violation report have the right to receive legal protection from the Company.

To measure the effectiveness of the oversight system in the Company, ANTAM establishes an Internal Control Review (ICR) mechanism to ensure the effectiveness of internal control at the unit level and Head Office, as well as conducts operational audits by the Internal Audit Division.

WHISTLEBLOWING SYSTEM EFFECTIVENESS EVALUATION [103-3]

ANTAM conducts evaluation on effectiveness of prevention and violation through check and balance mechanism. In internal operation, this is done through Whistleblowing System and Internal Control Review. In 2017, there is a report received through Whistleblowing System and had been followed up by the team.

MANFAAT EKONOMI BERKELANJUTAN

[103-1][103-2]

Sustainable Economic Benefits [103-1][103-2]

Biaya Operasional
Operations Cost

Rp 12,05 triliun
trillion

Harga Pokok Produksi dan beban operasional,
tanpa memperhitungkan biaya pegawai dan CSR

Including Cost of Production and operating
expenses and excluding Cost of
Employee and CSR

Program Kemitraan
Partnership Program

Rp 17,93 miliar
billion



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Makna Holding Industri Pertambangan bagi ANTAM The Meaning of Mining Industry Holding for ANTAM	110	Pemasaran & Informasi Produk Marketing & Product Information	116
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Perluasan Basis Cadangan dan Sumber Daya Expansion of Reserves and Resources Base	110	Distribusi Biaya Ekonomi Economic Cost Distribution	117
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Kinerja Ekonomi Economic Performance	112	Biaya Pegawai Employee Cost	118
Produksi Mineral Mineral Production	114	Investasi Sosial Social Investment	118
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Biaya Pegawai
Employee Cost

Rp 925 miliar
billion

Naik **5,71%** dibandingkan
tahun 2016
Increased by 5,71% compared
to 2016

Investasi Sosial
Social Investment

Rp 95,09 miliar
billion

Untuk Program Pengembangan
Masyarakat
For Community Development
Programs



Pengantar
Introduction



Strategi Keberlanjutan ANTAM
ANTAM Sustainability Strategy



Sekilas ANTAM
About Us




Tata Kelola Berkelanjutan
di ANTAM
Sustainable Governance
at ANTAM

MANFAAT EKONOMI BERKELANJUTAN

SUSTAINABLE ECONOMIC BENEFITS



 Koin dinar, salah satu produk UBPP Logam Mulia selain emas batangan
Dinar coin, one of Precious Metals Processing and Refinery Business Unit besides gold minted bar

PRODUK ANTAM ^[102-2]

ANTAM Products ^[102-2]

Cadangan Mineral | Mineral Reserves



Emas
Gold



Nikel Saprolit
Nickel Saprolite



Bauksit
Bauxite



Manfaat Ekonomi Berkelanjutan
Sustainable Economic Benefits



Kinerja Kami Melestarikan Lingkungan
Our Endeavor in Preserving the Environment



Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat
Encouraging Active Role in Achieving Community Sustainability



Merekrut dan Mengembangkan Talenta Insan ANTAM
Recruiting and Developing Talents of ANTAM's Employees



Pengelolaan Keselamatan Pertambangan Berkelanjutan
Sustainable Mining Safety Management

Sebagai Perusahaan berbasis sumber daya alam, ANTAM menyadari seluruh kegiatan operasi memiliki dampak langsung bagi masyarakat sekitar. Oleh karenanya, kami senantiasa memberikan performa operasi terbaik demi memberikan manfaat ekonomi berkelanjutan terutama bagi masyarakat dan lingkungan di sekitar wilayah operasi Perusahaan.

As a natural resource-based Company, ANTAM synergizes all operations to have a direct impact on the surrounding community. Therefore we always provide the best operating performance in order to provide sustainable economic benefits, especially for people and the environment around the Company's operating area.

Produk ANTAM | Products Sold



Feronikel
Ferronickel



Nikel
Nickel Ore



Emas
Gold



Perak
Perak



Bauksit
Bauxite



Kenaikan harga komoditas selama dua tahun ini memberi sinyal positif terkait peluang pemulihan kinerja sektor tambang dalam negeri dan global. Namun demikian, para pelaku ekonomi di berbagai sektor harus tetap mengamati kondisi yang ada agar dapat menentukan strategi yang tepat dan memanfaatkan peluang. [103-1]

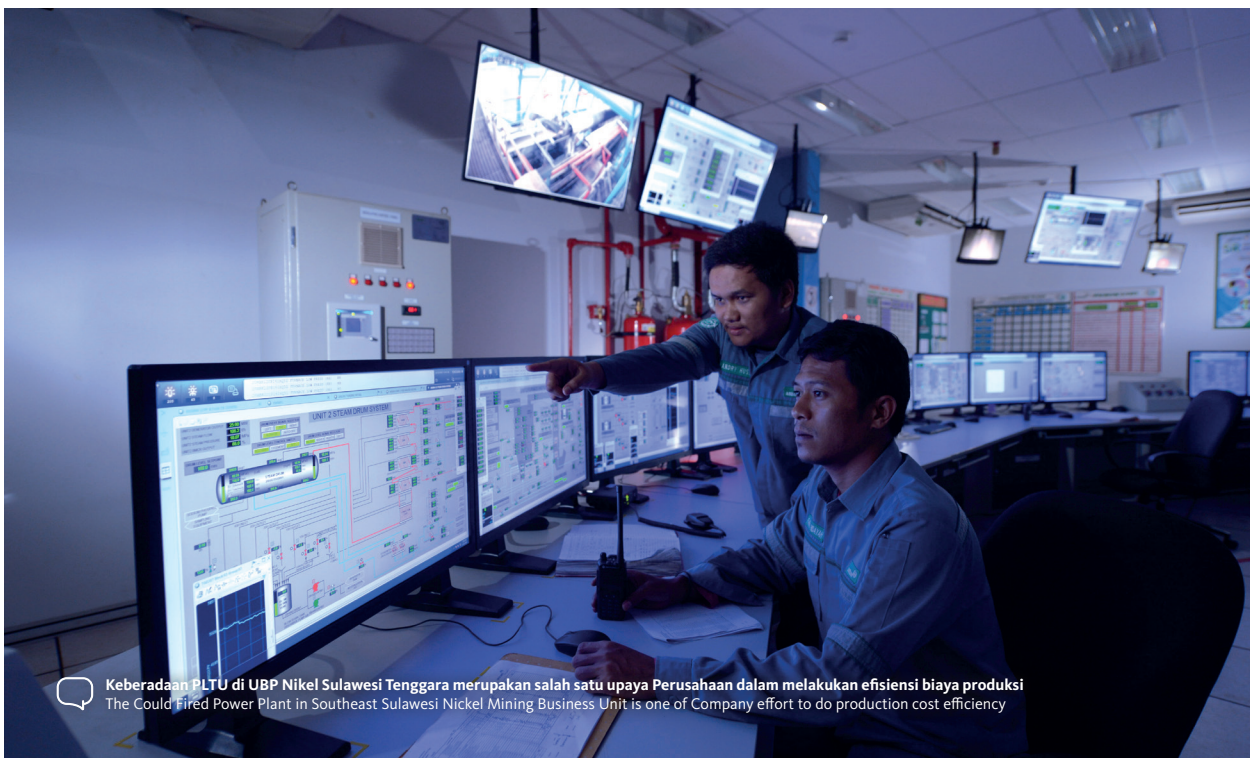
Dalam kaitannya dengan sektor pertambangan, memastikan ketersediaan cadangan mineral menjadi hal krusial bagi kelanjutan bisnis kami. Pendanaan, kemampuan teknis, dan eksplorasi lokasi tambang baru menjadi aspek-aspek penting lain yang juga harus menjadi bagian dari pertimbangan strategi Perusahaan. [MM11]

Sebagai upaya untuk menjawab berbagai tantangan tersebut, ANTAM senantiasa merealisasikan berbagai kebijakan dan inisiatif strategis di berbagai aspek operasional Perusahaan yang mencakup seluruh tahapan eksplorasi, penambangan, pengolahan dan pemurnian, serta pemasaran mineral logam. Kebijakan dan inisiatif dalam proses operasi tersebut ditujukan untuk efisiensi dan pengelolaan biaya sehingga produk ANTAM tetap kompetitif dengan margin usaha tetap terjaga. Sementara itu dalam kaitannya dengan penjualan, ditujukan untuk menjaga dan memperluas tujuan pemasaran produk utama Perusahaan. [MM11]

The increase in commodity prices over the past two years gave a positive signal on the possibility of recovery in the performance of the mining sector in the country and globally. Nevertheless, economic actors in the various sector should keep an eye on existing conditions in order to determine the right strategy and take advantage of opportunities. [103-1]

In relation to the mining sector, ensuring the availability of mineral deposits becomes crucial for our business' continuity. Funding, technical capabilities and exploration of new mine sites are other important aspects that should also be part of the Company's strategic considerations. [MM11]

In an effort to respond to these challenges, ANTAM continues to realize various strategic policies and initiatives in various operational aspects of the Company covering all stages of exploration, mining, processing and refining, and marketing of metallic minerals. The policies and initiatives in the operation process are intended for efficiency and cost management so that ANTAM products remain competitive with maintained business margins. Meanwhile, in relation to marketing, it is intended to maintain and expand the Company's main product marketing objectives. [MM11]



Keberadaan PLTU di UBP Nikel Sulawesi Tenggara merupakan salah satu upaya Perusahaan dalam melakukan efisiensi biaya produksi
The Coal Fired Power Plant in Southeast Sulawesi Nickel Mining Business Unit is one of Company effort to do production cost efficiency



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Pengelolaan Keselamatan Pertambangan Berkelanjutan
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Produk ANTAM adalah bijih nikel, feronikel, bauksit, alumina, emas, dan perak. ANTAM juga memiliki jasa pengolahan dan pemurnian logam mulia melalui Unit Bisnis Pengolahan dan Pemurnian Logam Mulia (UBPP Logam Mulia) serta jasa eksplorasi melalui Unit Geomin.

ANTAM's products are nickel ore, ferronickel, bauxite, alumina, gold and silver. ANTAM also provides precious metal processing and refining services through Precious Metals Processing and Refinery Business Unit as well as exploration services through Geomin Unit.

Dengan dukungan dari pemerintah, jaringan operasional luas di seluruh Indonesia, serta cadangan mineral logam yang besar, ANTAM senantiasa berupaya untuk memberikan manfaat positif kepada pemegang saham dan pemangku kepentingan lainnya. Karakteristiknya sebagai Perusahaan berbasis sumber daya alam juga memberi peranan penting dalam pengembangan wilayah-wilayah terpencil di Indonesia, di mana dalam pelaksanaan kegiatan operasionalnya ANTAM mampu mendukung pertumbuhan dan kemandirian masyarakat sekitar.

With the full support of the government, widespread operational networks across Indonesia, as well as large metallic mineral deposits, ANTAM strives to provide positive benefits to shareholders and other stakeholders. Its characteristics as a natural resource-based Company also provides an important role in the development of remote areas in Indonesia, where in the implementation of its operational activities ANTAM was able to support the growth and independence of surrounding communities.

ANTAM SEKARANG DAN MASA DEPAN [MM11]

ANTAM terus melakukan pengembangan dan diversifikasi usaha serta mendorong terciptanya kemitraan yang lebih erat dengan berbagai pemangku kepentingan. Sebagai Perusahaan berbasis sumber daya alam yang terdiversifikasi serta terintegrasi secara vertikal, ANTAM memastikan ketersediaan cadangan komoditas secara berkelanjutan, serta pengadaan fasilitas pengolahan dan pemurnian yang sesuai kapasitas dan standar, menjadi strategi jangka panjang ANTAM mencapai keberlanjutan Perusahaan. [103-2]

ANTAM NOW AND IN THE FUTURE [MM11]

ANTAM continues to develop and diversify its business and encourage further and closer partnerships with various stakeholders. As a diversified and vertically integrated natural resource-based Company, ANTAM ensures continuous availability of commodity reserves, as well as the provision of appropriate processing and refining facilities capacity and standards, making it ANTAM's long-term strategy of achieving corporate sustainability. [103-2]

Untuk itu, ANTAM tetap menjalankan strategi hilirisasi dengan melakukan percepatan proyek-proyek pertumbuhan Perusahaan. ANTAM juga menjalin kerja sama dengan entitas lain terkait dengan pendanaan dalam eksplorasi cadangan sumber daya mineral dan upaya-upaya pengembangan lainnya.

Therefore, ANTAM carries on with its downstream strategy through acceleration of projects that can drive growth. ANTAM also continues to work together and partner with other entities related to funding in the exploration of mineral resources reserves and other development efforts.

Kegiatan ekspor bijih nikel dan bauksit juga tetap dijalankan sesuai koridor Peraturan Menteri ESDM No 15 Tahun 2017 tentang Peningkatan Nilai Tambah Mineral Melalui Kegiatan Pengolahan & Pemurnian Mineral di Dalam Negeri yang dirilis pada tanggal 11 Januari 2017, yakni paling lama 5 tahun sejak berlakunya peraturan ini.

The export activities of nickel and bauxite ore are still carried out in accordance with corridor of Minister of Energy and Mineral Resources Regulation No. 15 of 2017 on Increasing Mineral Added Value through Mineral Processing & Purification Activities on 11 January 2017. Maximum 5 years since the enactment of this regulation.

Sementara itu, risiko-risiko eksternal, terutama terkait ketidakstabilan perekonomian global, terus dikelola perkembangannya oleh Perusahaan sesuai prinsip-prinsip dan tools yang ada. [103-3]

In the meantime, external risks, especially related to the instability of the global economy, continue to be managed by the Company in accordance with the principles and tools available. [103-3]



MAKNA *HOLDING* INDUSTRI PERTAMBANGAN BAGI ANTAM

Pada 2017, Pemerintah Indonesia menetapkan pembentukan Perusahaan induk (*Holding Company* - HC), yaitu PT Indonesia Asahan Alumunium (Persero) (Inalum), yang menaungi 3 (tiga) Perusahaan BUMN sektor pertambangan termasuk ANTAM, PT Bukit Asam (Persero) Tbk (sekarang PT Bukit Asam Tbk), dan PT Timah (Persero) Tbk (sekarang PT Timah Tbk). Sinergi ini menjadi salah satu strategi yang dapat mendukung pencapaian keberlanjutan kegiatan pertambangan dan pengelolaan komoditas oleh BUMN secara lebih optimal, efisien, terpadu, dan berkelanjutan. Selain itu bisa mencakup penyatuan unit-unit non-produksi seperti keuangan, teknologi informasi, aktivitas pemasaran dan eksplorasi sehingga efisiensi biaya dan peningkatan pendapatan dapat terbentuk.

Dengan adanya pembentukan *Holding* Industri Pertambangan diharapkan dapat mendukung kinerja ANTAM. Pertama, akan ada peningkatan persepsi positif investor kepada *Holding* Industri Pertambangan. Kedua, sinergi antar Perusahaan di dalam *Holding* Industri Pertambangan diharapkan mampu mempercepat program hilirisasi Perusahaan serta memperkuat portofolio komoditas industri pertambangan yakni nikel, emas, batu bara, timah dan alumunium.

PENINGKATAN EKSPOR YANG BERMANFAAT POSITIF

Pada tahun 2017, ANTAM telah mendapatkan izin ekspor bijih nikel kadar rendah sebesar 3,9 juta wet metric ton (wmt) (kadar nikel kurang dari 1,7%) dari Kementerian Energi dan Sumber Daya Mineral (ESDM). Pada tahun 2017, volume produksi bijih nikel naik 241% dengan total produksi sebesar 5,57 juta wmt dengan level volume penjualan mencapai 2,94 juta wmt atau naik 299% dibandingkan tahun 2016. ANTAM melakukan penjualan bijih nikel kadar rendah dan bijih bauksit tercuci ke luar negeri pada kuartal kedua 2017.

ANTAM mencatatkan pendapatan penjualan dari bijih nikel tahun 2017 sebesar Rp1,37 triliun atau tumbuh sebesar 364% dibandingkan nilai penjualan bijih nikel pada periode 2016 sebesar Rp295 miliar.

PERLUASAN BASIS CADANGAN DAN SUMBER DAYA [MM11]

Sebagai Perusahaan berbasis sumber daya alam ANTAM memiliki cadangan dan sumber daya yang signifikan. ANTAM menyadari sumber daya alam yang dikelola bersifat tak terbarukan, sehingga ANTAM berupaya menjaga cadangan mineral untuk mendukung keberlangsungan Perusahaan.

THE MEANING OF MINING INDUSTRY HOLDING FOR ANTAM

In 2017, the Government of Indonesia establishes a Holding Company - HC, PT Indonesia Asahan Alumunium (Persal) (Inalum), which houses 3 (three) state-owned mining companies including ANTAM, PT Bukit Asam (Persero) Tbk (now PT Bukit Asam Tbk), and PT Timah (Persero) Tbk (now PT Timah Tbk). This synergy becomes one of the strategies that can support the achievement of mining and commodity management activities by SOEs in a more optimal, efficient, integrated, and sustainable. It can also include the unification of non-production units such as finance, information technology, marketing and exploration activities so that cost efficiency and increase in revenue can be established.

With the establishment of Holding BUMN Mining Industry, it is expected to help supporting ANTAM's performance. First, there will be an increase in investors' positive perception on Holding BUMN Mining Industry. Second, the synergy between subsidiaries of Holding BUMN Mining Industry is expected to accelerate the Company's downstream programs and strengthen the portfolio of mining commodities, including nickel, gold, coal, tin and aluminum

POSITIVE EXPORT UPGRADE

In 2017, ANTAM has obtained the permit to export low grade nickel ore as much as 3.9 million wmt (<1.7% Ni) from the Ministry of Energy and Mineral Resources. In 2017, ANTAM's nickel ore production volume increased by 241% with total production of 5.57 million wmt and sales volume of 2.94 million wmt or increased by 299% compared to 2016. ANTAM exported low grade nickel ore and bauxite ore on the second quarter of 2017.

ANTAM recorded Rp1.37 trillion in revenue from nickel ore sales in 2017, increased by 364% compared to nickel sales volume in 2016 of Rp295 billion.

EXPANSION OF RESERVES AND RESOURCES BASE [MM11]

As a resource-based Company, ANTAM has a significant amount of nickel, gold and bauxite reserves and resources. ANTAM realizes of nonrenewable aspect of its resources, therefore striving to manage its mineral reserves for the Company's sustainability.



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Sejak tahun 2016, ANTAM telah memulai kerja sama SAA Alliance dengan Newcrest untuk meningkatkan peluang penambahan cadangan emas dengan nilai ekonomis untuk ditambang dan diolah menjadi logam emas murni. Melalui kerja sama ini diharapkan dapat memperluas jangkauan eksplorasi emas ANTAM di berbagai daerah di seluruh Indonesia dengan biaya eksplorasi yang lebih efisien, demi menunjang keberlanjutan bisnis emas ANTAM.

PERLUASAN DAN PENGEMBANGAN USAHA

Sebagai upaya untuk meningkatkan kapasitas produksi dan realisasi pelaksanaan hilirisasi, ANTAM berupaya mempercepat penyelesaian proyek hilir serta melakukan pengembangan lainnya untuk komoditas nikel dan bauksit.

Sejak tahun 1974, ANTAM telah mengoperasikan pabrik pengolahan feronikel bernama FeNi 1. Guna meningkatkan kapasitas, ANTAM pun membangun pabrik FeNi 2 pada 1995 dan FeNi 3 pada 2007. Hal ini menunjukkan komitmen Perusahaan dalam hilirisasi kegiatan usaha untuk meningkatkan nilai tambah terhadap komoditas mineral.

ANTAM melakukan pengembangan lebih jauh melalui pembangunan fasilitas pengolahan nikel yang berdekatan dengan lokasi tambang, dikenal dengan Proyek Perluasan Pabrik Feronikel Pomalaa (P3FP) dan Proyek Perluasan Pabrik Feronikel Halmahera (P3FH). Proyek P3FP telah selesai dibangun pada 2017.

Untuk P3FH, ANTAM telah memulai proses pembangunan pabrik sebagai wujud komitmen ANTAM dalam mendukung hilirisasi pemerintah dalam rangka meningkatkan nilai tambang produk mineral Indonesia. P3FH dipastikan akan mendukung total kapasitas produksi feronikel tahunan ANTAM menjadi 40.500-43.500 ton nikel dalam feronikel (TNi) sehingga mewujudkan industri dasar logam akan semakin dekat.

Feronikel dan alumina banyak digunakan dalam industri infrastruktur, konstruksi perkotaan, otomotif, transportasi, *midstream energy capital equipment*, barang elektronik, dan peralatan rumah tangga.

Since 2016, ANTAM has started SAA Alliance cooperation with Newcrest to increase the chances of adding gold reserves with economic value to be mined and processed into pure gold. Through this partnership, it is expected to expand ANTAM gold exploration range in various regions throughout Indonesia with more efficient exploration cost, in order to support ANTAM's gold business continuity.

EXPANSION AND BUSINESS DEVELOPMENT

In an effort to increase production capacity and the realization of downstream implementation, ANTAM seeks to accelerate the completion of the downstream project and to develop other nickel and bauxite commodities.

Since 1974, ANTAM has operated a ferronickel processing plant called FeNi 1. In order to increase capacity, ANTAM also built FeNi 2 plant in 1995 and FeNi 3 in 2007. This is ANTAM's commitment to develop downstream industry to increase value added of mineral commodities.

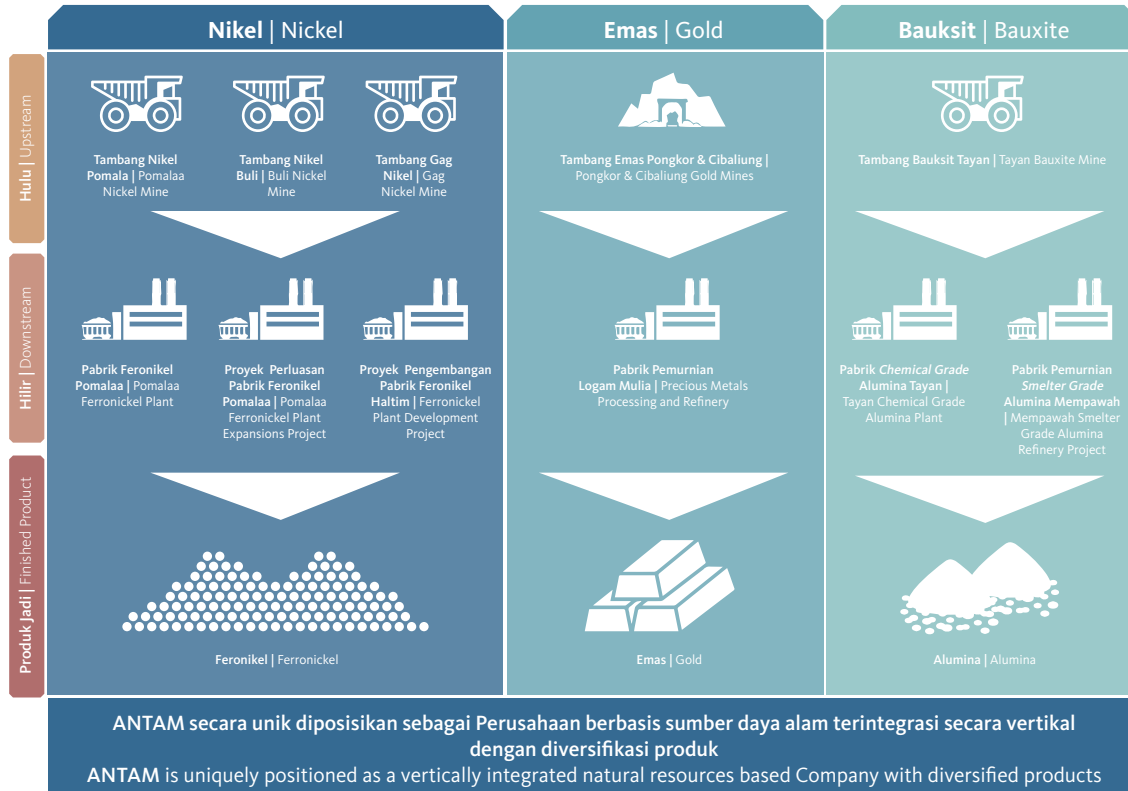
ANTAM undertakes further development through the construction of a nickel processing facility adjacent to the mining site, known as the Pomalaa Ferronickel Expansion Project (P3FP) and the Halmahera Ferronickel Expansion Project (P3FH). The P3FP project has been completed in 2017.

Specifically for P3FH, ANTAM has started the process of building the plant as a form of ANTAM's commitment to support the government's downstream in order to increase the value of Indonesian mineral mining products. P3FH will certainly support ANTAM's total annual ferronickel production capacity to 40,500-43,500 tonnes of nickel in ferronickel (TNi) therefore the goal to building a base metal industry will be achieved in the near future.

Ferronickel and alumina are widely used in infrastructure, urban construction, automotive, transportation, midstream energy capital equipment, electronics and home appliances.



OPERASIONAL HULU DAN HILIR | UPSTREAM AND DOWNSTREAM OPERATION



ANTAM melakukan pengembangan usaha di beberapa proyek untuk dapat mendukung hilirisasi dunia pertambangan. Beberapa proyek pengembangan yang dijalankan hingga tahun 2017 antara lain: Proyek Pembangunan Pabrik Feronikel Haltim (P3FH) yang perkembangannya *on track* dengan realisasi konstruksi 38% sampai dengan akhir tahun 2017 dan pembangunan pabrik Smelter Grade Alumina Refinery (SGAR) bekerja sama dengan PT INALUM (Persero) yang memiliki kapasitas pengolahan sebesar 1 juta ton SGA per tahun (Tahap 1) serta Proyek Anode Slime.

KINERJA EKONOMI

Seiring pemulihan ekonomi dan naiknya kembali harga komoditas, realisasi Penerimaan Negara Bukan Pajak (PNBP) untuk sub sektor mineral dan batu bara di Indonesia pada 2017 mencapai Rp40,61 triliun, naik sebesar 48,3% dibandingkan tahun lalu sebesar Rp27,2 triliun. Subsektor mineral, merupakan salah satu penyumbang utama pendapatan negara. Secara khusus, ANTAM berkontribusi kepada Pemerintah melalui PNBP dan pajak serta dividen tersebut.

ANTAM develops several new business projects that can support downstream mining activities. Some of development projects that have been carried out until 2017 include: East Halmahera Ferronickel Development Project (Proyek Pembangunan Pabrik Feronikel Haltim or P3FH) that has been on track and reached 38% of completion by 2017; the construction of Smelter Grade Alumina Refinery Project (SGAR) in cooperation with PT INALUM (Persero) that have processing capacity of 1 million ton of SGA per year (Phase 1) Mempawah; and Anode Slime Project.

ECONOMIC PERFORMANCE

As economic recovered and commodity price rebounded in 2017, Non-Tax Revenue from mineral and coal sectors in Indonesia reached Rp40.61 trillion during the year, or increased by 48.3% compared to the previous year of Rp27.2 trillion. Mineral subsector is one of the main contributors of state income. In particular, ANTAM contributes to the Government through Non-Tax Revenue, taxes and dividends.



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PEMBAYARAN KEPADA PEMERINTAH DARI SEKTOR PAJAK & PENERIMAAN NEGARA BUKAN PAJAK (RP MILIAR)

2015	2016	2017
525,61	545,19	735,55

COMPANY'S FULFILLMENT OF TAX AND NON-TAX STATE REVENUES OBLIGATION TO THE GOVERNMENT (RP BILLION)

PEMBAYARAN KEPADA PENYANDANG DANA

Selain pembayaran kepada pemerintah, Perusahaan juga melakukan pembayaran kepada penyandang dana berupa pembayaran bunga, di mana pada tahun 2017 mencapai Rp484,23 miliar.

PAYMENT TO PROVIDERS OF CAPITAL

In addition to payments to the government, the Company also makes payments to providers of capital, in form of interest payments. In 2017 the amount reached to Rp484.23 billion.

PEMBAYARAN KEPADA PENYANDANG DANA (RP MILIAR)

2015	2016	2017
527,56	505,71	484,23

PAYMENT TO PROVIDERS OF CAPITAL (RP BILLION)

PROYEK UTAMA YANG SEDANG BERJALAN | MAIN PROJECT UNDER DEVELOPMENT

Proyek Pengembangan Pabrik Feronikel Halmim | Halmim Ferronickel Plant Development Project

Pemrosesan nikel menjadi feronikel
Kapasitas : Jalur 1: 13.500 TNI per tahun, dari kapasitas Tahap 1 27.000 TNI per tahun
Estimasi Biaya Proyek : Rp 3,5 Triliun untuk Jalur 1 tanpa pembangunan pembangkit listrik
Status : Konstruksi
Menandatangani MoU dengan PT Tambang Batu Bara Bukit Asam (Persero) Tbk untuk membangun pembangkit listrik 80MW
Persiapan Penandatanganan MoU
Estimasi Selesai : 2018

Nickel processing to Ferronickel
Capacity : Line 1: 13,500 TNI pa capacity, from Stage 1 capacity of 27,000 TNI pa
Est. Project Cost : Rp3,5 Trillion for Line 1 without power plant
Status : Construction
Signed MoU with PT Tambang batu bara Bukit Asam (Persero) Tbk to build 80MW power plant
EPC Contract Signing Preparation
Est. Completion : 2018



Proyek Pabrik Pemurnian Smelter Grade Alumina Mempawah | Mempawah Smelter Grade Alumina Refinery (PMR) Project

Pemrosesan bauksit menjadi smelter grade alumina (SGA)
Estimasi Biaya Proyek : TBA
Kapasitas : 1 juta ton SGA per tahun (Tahap 1)
Status : JVA dengan PT Inalum (Persero)
Menandatangani MoU dengan PT Pelindo II (Persero) untuk pengembangan port Mempawah
Estimasi Selesai : 2019

Bauxite processing to smelter grade alumina (SGA)
Est. Project Cost : TBA
Capacity : 1 million tons of SGA pa (Stage 1)
Status : JVA formation with PT Inalum (Persero)
Signed MoU with PT Pelindo II (Persero) on the development of Mempawah port
Est. Completion : 2019



PRODUKSI MINERAL

Efisiensi biaya operasional dan peningkatan kapasitas produksi terus dilakukan oleh ANTAM guna memperkuat kemampuan internal dan meningkatkan daya saing Perusahaan. Sepanjang 2017, ANTAM terus berupaya menurunkan biaya agar tetap kompetitif, sebagai upaya lanjutan inisiatif biaya, yang pada tahun 2016 lalu mampu menempatkan ANTAM sebagai salah satu produsen feronikel dengan biaya terendah di dunia, pada tahun 2017 capaian biaya tunai *audited* tercatat sebesar US\$3,52 per pon.

PENGELOLAAN CADANGAN [MM11]

Aktivitas eksplorasi ANTAM berfokus pada komoditas emas dan nikel. Total biaya *audited* untuk aktivitas eksplorasi sepanjang 2017 mencapai Rp18,95 miliar naik sebesar 24,5% dibandingkan tahun 2016 sebesar Rp15,22 miliar. Kegiatan eksplorasi emas berpusat di Pongkor, Bogor, Jawa Barat, sedangkan untuk eksplorasi nikel berpusat di Pomalaa, Sulawesi Tenggara.

Per akhir 2017, total cadangan nikel saprolit yang dikelola ANTAM adalah sebesar 259,60 juta *wet metric tonnes* (wmt), total cadangan bauksit konsolidasian tercatat sebesar 45,96 juta wmt, sedangkan untuk total cadangan konsolidasian emas sebesar 2,66 juta *dry metric tonnes* (dmt). Informasi mengenai cadangan mineral ANTAM tersaji pada tabel berikut ini:

CADANGAN MINERAL ANTAM [102-2]

Jenis Type	Satuan Unit	2015	2016	2017
Emas Gold	Juta dmt Million dmt	4,26	3,07	2,66
Nikel Saprolit Nickel Saprolite	Juta wmt Million wmt	130,5	164,3	259,60
Bauksit Bauxite	Juta wmt Million wmt	111,4	111,3	45,96

SUMBER DAYA

Jenis Type	Satuan Unit	2015	2016	2017
Emas Gold	Juta dmt Million dmt	2,87	3,24	5,98
Nikel Saprolit Nickel Saprolite	Juta wmt Million wmt	261,5	345,8	895,91
Bauksit Bauxite	Juta wmt Million wmt	123,90	123,9	567,38

Pada tahun 2017 terjadi penurunan cadangan emas sebesar 8,31% menjadi 2,66 juta dmt dibanding tahun sebelumnya 3,07 juta dmt. Hal tersebut disebabkan karena berkurangnya cadangan emas di area tambang emas Pongkor sedangkan di tambang emas Cibalilung relatif stabil dibandingkan cadangan tahun 2016. Sedangkan kenaikan cadangan nikel didukung oleh aktivitas pengembangan tambang nikel di PT GAG Nikel yang direncanakan akan memasuki fase produksi tambang di tahun 2018. Selain itu, ANTAM melakukan aktivitas eksplorasi lebih lanjut di daerah Sangaji,

MINERAL PRODUCTION

The efficiency of operational costs and increased production capacity continues to be carried out by ANTAM to strengthen internal capabilities and enhance the competitiveness of enterprises. Throughout 2017, ANTAM continues to reduce costs in order to remain competitive as a cost initiative, which in 2016 is able to put ANTAM as one of the lowest cost ferronickel producers in the world, in 2017 the audited cash cost is recorded of US\$ 3.52 per pound.

MANAGEMENT OF RESERVES [MM11]

ANTAM's exploration activities focus on gold and nickel commodities. Total audited cost for exploration activities throughout 2017 reached Rp18.95 billion, or increased by 24.5% compared to 2016 of Rp15.22 billion. Gold exploration activities are centered in Pongkor, Bogor, West Java, while for nickel exploration centered in Pomalaa, Southeast Sulawesi.

By the end of 2017, ANTAM managed a total reserves of nickel saprolite of 259.60 million wet metric tonnes (wmt), total consolidated bauxite reserves of 45.96 million wmt, and total consolidated gold reserves of 2.66 juta million dry metric tonnes (dmt). Information on mineral reserves of ANTAM is presented in the following table:

In 2017, ANTAM's gold reserves decreased by 8.31% to 2.66 million dmt, compared to 3.07 million dmt in the previous year. This condition was affected by the decrease in gold reserves at Pongkor gold mine area, while Cibalilung gold mine reserves were relatively stable compared to in 2016. Meanwhile, the increase nickel reserves in 2017 was driven by nickel mining development activity at PT GAG Nikel, which is scheduled for production in 2018. In addition, ANTAM conducted further exploration activities at IUP ANTAM areas in Sangaji, East Halmahera, and Bahubulu, North Konawe,



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Pengecekan produk di gudang pabrik UBP Nikel Sulawesi Tenggara
Product checking in warehouse plant of Southeast Sulawesi Nickel Mining Business Unit

Halmahera Timur dan Bahubulu, Konawe Utara. Hal tersebut turut memberikan kontribusi positif terhadap cadangan nikel Perusahaan. Sementara untuk penurunan jumlah cadangan bauksit terjadi karena adanya reklasifikasi cadangan bauksit menjadi kategori sumber daya.

PENJUALAN

Volume produksi komoditas nikel, feronikel, emas dan bauksit ANTAM di tahun 2017 mengalami peningkatan. Produksi feronikel mencapai 21.762 ton nikel dalam feronikel (TNi), naik 7% jika dibandingkan volume produksi tahun 2016 sebesar 20.293 TNi. Sementara itu, volume penjualan feronikel tercatat sebesar 21.812 TNi atau naik 4,42% dibandingkan tahun 2016 sebesar 20.888 TNi per tahun.

Untuk komoditas emas, Perusahaan mampu memproduksi 1.967 kg (63,240 oz) pada tahun 2017 dari Tambang Pongkor dan Cibaliung, turun 10,9% dibandingkan tahun 2016 sebesar 2.208 kg. Sedangkan untuk komoditas bauksit, pada tahun 2017 ANTAM mampu memproduksi 648.431 wet metric ton (wmt), meningkat 123,4% dari tahun 2016 sebesar 290.581 wmt. Sedangkan volume penjualan bauksit tercuci mencapai 838.069 wmt, naik sebesar 181% dibandingkan capaian tahun 2016.

contributing positively to the Company's overall nickel reserves. As for the decrease in ANTAM's bauxite reserves, this happened due to reclassification of bauxite reserves according to each resource category.

SALES

ANTAM's nickel, ferronickel, gold and bauxite production volume increased in 2017. Ferronickel production reached 21,762 ton nickel (TNi), or increased by 7% compared to production volume of 20,293 TNi in 2016. Meanwhile, ferronickel production volume was recorded at 21,812 TNi or increased by 4.42% compared to 20,888 TNi per year in 2016.

For gold commodities, ANTAM was able to produce a total of 1,967 kg (63,240 oz) from Pongkor and Cibaliung gold mines in 2017, or decreased by 10.9% compared to 2,208 kg in 2016. As for bauxite commodities, in 2017 ANTAM was able to produce 648,431 wmt, or increased by 123.4% from 290,581 wmt in 2016. Meanwhile, total sales volume of washed bauxite reached 838,069 wmt, or increased by 181% compared to in 2016.



Sebagai salah satu Perusahaan pemasok 2,6% kebutuhan nikel dunia, ANTAM melakukan pemasaran produk ke mancanegara. Untuk feronikel, kami mendapat permintaan yang tinggi dari Tiongkok, Taiwan, Korea Selatan, dan India. Pada tahun 2017, Bauksit ANTAM dipasarkan ke Tiongkok, seiring dengan dibukanya kembali izin ekspor bijih bauksit tercuci oleh Pemerintah pada tahun yang sama. Sementara itu produk alumina ANTAM dipasarkan ke beberapa negara seperti Thailand, Taiwan, Filipina, Malaysia, India dan Singapura. Dari segi bisnis emas, ANTAM terus meningkatkan jangkauan pemasarannya baik di dalam maupun luar negeri. ANTAM terus memperkuat pasar ekspor dengan melakukan penjualan di pasar Asia untuk meningkatkan diversifikasi pasar. Untuk domestik, pada tahun 2017 ANTAM menandatangani kesepakatan kerja sama dengan PT Pos Indonesia untuk menggunakan 250 kantor pos yang berada di Jawa, Bali, Madura, Nusa Tenggara Barat dan Nusa Tenggara Timur sebagai mitra penjualan, pembayaran, dan distribusi produk logam mulia ANTAM.

Per akhir tahun 2017, nilai penjualan bersih diaudit ANTAM tercatat sebesar Rp12,65 triliun, naik 39% dibandingkan 2016 yang tercatat sebesar Rp9,11 triliun. Komoditas emas, sebagai komponen terbesar pendapatan Perusahaan, menyumbang Rp7,37 triliun atau 58% dari total penjualan bersih tahun 2017.

As one of the world's 2.6% nickel supply companies, ANTAM conducts product marketing abroad. For ferronickel, we have high demand from China, Taiwan, South Korea, and India. In 2017, ANTAM's Bauxite was marketed to China, following the reopening of bauxite ore export permits by the Government in the same year. Meanwhile, ANTAM alumina products are marketed to several countries such as Thailand, Taiwan, Philippines, Malaysia, India and Singapore. In terms of gold business, ANTAM continues to increase its marketing reach both at home and abroad. ANTAM continues to strengthen its export market by selling in Asia to increase market diversification. In the domestic market, in 2017 ANTAM signed a cooperation agreement with PT Pos Indonesia to use 250 post offices located in Java, Bali, Madura, West Nusa Tenggara and East Nusa Tenggara as partners for the sale, payment and distribution of ANTAM precious metal products.

By the end of 2017, ANTAM's audited net sales amounted to Rp12.65 trillion, increased by 39% compared to 2016 at Rp9.11 trillion. Gold commodities, as the largest contributor to the Company's revenue, recorded for Rp7.37 trillion or 58% of total net sales in 2017.

KUANTITAS PRODUK TERJUAL

Produk Products	2015	2016	2017
Feronikel Feronickel (TNI)	18.643	20.888	21.812
Bijih Nikel Nickel Ore (wmt)	46.751	734.886	2.935.666
Emas Gold (kg)	14.179	10.227	13.202
Perak Silver (kg)	13.172	18.287	16.588
Bijih Bauksit Bauxite Ore (wmt)	182.624	290.581	838.069

QUANTITY OF PRODUCTS SOLD

PEMASARAN & INFORMASI PRODUK [417-1]

Dalam melakukan pemasaran atas seluruh produknya, ANTAM memastikan agar prinsip-prinsip kepatuhan terhadap standar dan aturan yang berlaku serta penyampaian informasi produk secara jelas, akurat dan mudah dipahami dapat dipenuhi.

Hal ini dilakukan melalui berbagai hal, termasuk sertifikasi produk, kepastian kemurnian atau ketepatan kadar mineral logam, pemenuhan ketentuan pajak, pemilihan metode pengiriman produk yang menjamin keselamatan dan keamanan produk, dan lain sebagainya.

Pada 2017, untuk produk emas batangan secara khusus ANTAM melakukan pencantuman pemotongan PPH pasal 22, yaitu sebesar 0,45% (dengan NPWP) dan 0,9% (jika tanpa NPWP) dari harga jual emas batangan. Terkait proses

MARKETING & PRODUCT INFORMATION [417-1]

In marketing all of its products, ANTAM ensures that compliance principles and applicable rules and standards for the delivery of product information are clearly, accurately and easily understood.

This is done through various ways, including product certification, certainty or accuracy purity metal mineral content, the fulfillment of tax requirements, the selection of shipping methods that guarantee product safety and security products, and so forth.

In 2017, for products specifically gold bullion ANTAM perform cutting inclusion of PPH 22, amounting to 0.45% (with Tax Identification Number - TIN) and 0.9% (without TIN) of the selling price of gold bullion. Related to the process of buyback



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buyback pengenaan pajak PPH pasal 22 sebesar 1,5% (atau 3% jika tanpa NPWP) untuk pembelian kembali produk emas batangan di atas Rp10 juta. Kebijakan ini mulai diberlakukan dalam faktur penjualan per 2 Oktober 2017. Penerapan PPH pasal 22 ini sesuai Peraturan Menteri Keuangan RI - PMK No. 34/PMK10/2017 tanggal 1 Maret 2017.

of imposition of tax PPH 22 of 1.5% (or 3% without TIN) to buy back gold bullion products above 10 million. This policy is introduced in the sales invoice as of October 2, 2017. The application of pph of this article 22 is in accordance with the Regulation of the Minister of Finance of RI - PMK No. 34 / PMK10 / 2017 dated March 1, 2017.

CAPAIAN PERUSAHAAN

ANTAM berhasil membukukan pertumbuhan keuangan pada 2017 dengan total laba bersih yang meningkat sebesar 111%, yaitu Rp136 miliar dibandingkan tahun 2016 sebesar Rp64,81 miliar.

COMPANY ACHIEVEMENT

ANTAM successfully recorded financial growth in 2017 with net profit increase by 111%, or Rp136 billion compared to Rp64.81 billion in 2016.

LABA USAHA (RP MILIAR)

2015
(1.441)

NET INCOME (RP BILLION)

2016	2017
64,81	136

DISTRIBUSI BIAYA EKONOMI

Kinerja operasional dan keuangan ANTAM yang terus tumbuh mampu menghasilkan distribusi manfaat ekonomi kepada para pemangku kepentingan dengan lebih baik.

ECONOMIC COST DISTRIBUTION

ANTAM's growing operational and financial performance is able to better generate the distribution of economic benefits to its stakeholders.

Berikut ini adalah data nilai ekonomi yang dihasilkan dan didistribusikan oleh ANTAM sepanjang 2017.

The following is the economic value data generated and distributed by ANTAM throughout 2017.

NILAI EKONOMI LANGSUNG DIHASILKAN, DIDISTRIBUSIKAN, DAN DITAHAN [201-1]

DIRECT ECONOMIC VALUE GENERATED, DISTRIBUTED, AND ENDORSED [201-1]

Uraian	Nilai Ekonomi (Rp Juta) Economic Value (Rp Million)			Description
	2015	2016	2017	
NILAI EKONOMI LANGSUNG DIHASILKAN				DIRECT ECONOMIC VALUE GENERATED
Pendapatan				Revenue
Hasil penjualan bersih	10.531.505	9.106.261	12.653.619	Net Sales
Ditambah (+/+)				Addition
- Penerimaan bunga bank	73.215	343.190	259.842	- Interest gain
- Perolehan investasi dalam saham	(50)	-	(3.750)	- Shares gain
- Penerimaan dividen	-	-	-	- Dividend income
- Penerimaan lain-lain	106.000	120.651	(4.286)	- Other income
- Penerimaan denda dan klaim	68.975	111.856	131.072	- Fine and claim income
- Keuntungan selisih kurs	(289.562)	96.828	(56.589)	- Foreign exchange gain
JUMLAH PENERIMAAN NILAI EKONOMI LANGSUNG	10.490.082	8.433.736	12.979.791	TOTAL DIRECT ECONOMIC VALUE
NILAI EKONOMI YANG DIDISTRIBUSIKAN				ECONOMIC VALUE DISTRIBUTED
Biaya operasi (HPP dan beban operasi tanpa biaya pegawai dan CSR)	10.290.265	8.154.614	11.032.307	Operation Cost (cost of goods sold and operation without cost for employee and CSR)
Gaji pegawai dan tunjangan lainnya	856.596	875.250	925.615	Employee salary and other benefit



Uraian	Nilai Ekonomi (Rp Juta) Economic Value (Rp Million)			Description
	2015	2016	2017	
Jumlah pembayaran kepada penyandang dana				Payment for investor
Pembayaran dividen, termasuk dividen pemerintah	-	-	-	Dividend pay out, including Government dividend
Bunga pinjaman dan bunga bank	527.462	505.711	484.230	Loan interest and bank interest
Pengeluaran untuk pemerintah	506.981	545.193	796.803	Government Expenditure
Pengeluaran kepada masyarakat: CSR	63,6	68.241	95.090	Community Expenditure: CSR
JUMLAH NILAI EKONOMI DIDISTRIBUSIKAN	12.181.367	10.121.925	13.334.045	TOTAL DISTRIBUTED ECONOMIC VALUE
NILAI EKONOMI DITAHAN	(1.691.285)	(1.688.189)	(354.254)	WITHHELD ECONOMIC VALUE

BIAYA OPERASIONAL

Biaya operasional ANTAM pada 2017, yang mencakup Harga Pokok Produksi dan beban operasional tanpa memperhitungkan biaya pegawai dan CSR mencapai 12,05 triliun, atau naik sebesar 32,4% dibandingkan tahun 2016. Naiknya biaya ini disebabkan adanya peningkatan volume produksi komoditas nikel dan bauksit.

OPERATIONAL COST

ANTAM's operational costs in 2017, which include cost of goods sold and operating expenses without taking into account overhead and CSR costs, reached 12.05 trillion, or increased by 32.4% compared to 2016. The Increase in cost was due to increased in the production volume of nickel and bauxite commodities.

BIAYA OPERASI (RP MILIAR)

2015	2016	2017
11.232	9.097	12.052

OPERATIONAL COST

BIAYA PEGAWAI

Pada 2017, ANTAM mendistribusikan biaya pegawai, yang terdiri dari gaji dan tunjangan lain, sebesar Rp925 miliar atau naik 5,71% dibandingkan tahun 2016.

EMPLOYEE COST

In 2017, ANTAM distributes employee costs, which consist of salaries and other benefits, amounting to Rp925 billion or up by 5.71% compared to 2016.

BIAYA PEGAWAI DAN BENEFIT LAINNYA (RP MILIAR)

2015	2016	2017
856,6	875,2	925

OTHER PERSONNEL COST AND BENEFIT (RP BILLION)

INVESTASI SOSIAL [201-1]

Investasi Sosial adalah biaya penyelenggaraan program CSR yang berasal dari biaya operasional Perusahaan yang meliputi Program Pengembangan Masyarakat. Pada 2017, investasi sosial ANTAM mencapai Rp95,09 miliar atau naik 39,43% dibandingkan tahun 2016 sebesar Rp68,2 miliar.

SOCIAL INVESTMENT [201-1]

Social Investment is the cost of organizing a CSR program derived from the Company's operational costs which includes the Community Development Program. In 2017, ANTAM's social investment reached Rp95,09 billion, increase of 39.43% compared to 2016 of Rp68.2 billion.

INVESTASI SOSIAL PROGRAM COMDEV (RP MILIAR)

2015	2016	2017
63,6	68,2	95,09

COMDEV SOCIAL INVESTMENT PROGRAM (RP BILLION)



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DAMPAK EKONOMI TIDAK LANGSUNG [203-2]

Salah satu misi ANTAM adalah memaksimalkan nilai Perusahaan kepada pemangku kepentingan dengan berpartisipasi meningkatkan kesejahteraan masyarakat terutama di sekitar wilayah operasi, khususnya melalui pendidikan dan pemberdayaan ekonomi. Dalam jangkauan kontribusi dalam menciptakan kesejahteraan dan kemandirian masyarakat sebagai bagian dari strategi keberlanjutannya, ANTAM tidak hanya berfokus pada upaya-upaya langsung yang dilaksanakan sepanjang berlangsungnya kegiatan operasional Perusahaan, tetapi juga mencakup kegiatan yang berlangsung setelah periode eksplorasi dan kegiatan pertambangan selesai, yaitu periode pascatambang.

INDIRECT ECONOMIC IMPACT [203-2]

One of ANTAM's missions is to maximize the value of the Company to stakeholders by participating in improving the welfare of the people especially around the operation area, specifically through education and economic empowerment. Within the reach of contributing to community welfare and independence as part of its sustainability strategy, ANTAM focuses not only on the direct efforts undertaken throughout the Company's operational activities but also covers the activities that take place after the exploration period and mining activities are completed, ie the post-mining period.

RANGKAIAN KEGIATAN ANTAM ANTAM VALUE CHAIN



Pelaksanaan program-program pembangunan/pemberdayaan dilakukan selaras dengan tujuan pembangunan Pemerintah Daerah setempat dan sesuai kesepakatan dengan para pemangku kepentingan dalam Musyawarah Perencanaan Pembangunan di sekitar wilayah operasional.

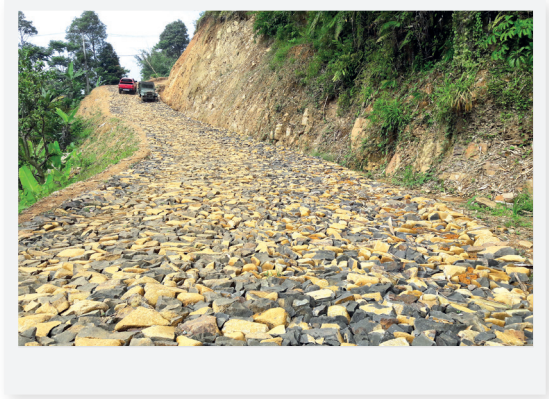
Implementation of development / empowerment programs is conducted in line with the development objectives of the local government and in agreement with the stakeholders in the Development Planning Meeting around the operational area.

Pada penerapannya, ANTAM mendukung pemberdayaan ekonomi masyarakat khususnya melalui pembangunan infrastruktur yang signifikan dan memberikan pelayanan kepada masyarakat melalui program-program Pemberdayaan Masyarakat (ComDev) dan Bina Lingkungan. Berbagai program Tanggung Jawab Sosial ini menjadi upaya mewujudkan pembangunan masyarakat yang berkelanjutan, sehingga dapat terwujud kesejahteraan dan kemandirian di seluruh siklus hidup masyarakat.

Upon its implementation, ANTAM supports the economic empowerment of communities through various efforts, including construction of important public infrastructure and implementation of community services under Community Development (ComDev) programs as well as Community Stewardship. These Social Responsibility programs display ANTAM's efforts to achieve sustainability in a community, in order to generate welfare and establish self-sufficiency throughout the life cycle of the community.



**PARTISIPASI ANTAM DALAM PROGRAM PEMBANGUNAN MASYARAKAT LAINNYA SEPANJANG 2017, ANTARA LAIN:
ANTAM'S PARTICIPATION IN OTHER COMMUNITY DEVELOPMENT PROGRAMS THROUGHOUT 2017, INCLUDING:**



**PEMBANGUNAN JALAN GUNUNG DAHU UNTUK
PENINGKATAN AKSES JALAN DESA BANTARKARET -
KECAMATAN LEUWILIANG [203-1]**

Pembangunan jalan yang dilakukan oleh Perusahaan untuk memberikan kemudahan bagi masyarakat melakukan berbagai kegiatan ekonomi.

**CONSTRUCTION OF GUNUNG DAHU ROAD TO
IMPROVE ROAD ACCESS TO BANTARKARET VILLAGE -
LEUWILIANG SUBDISTRICT [203-1]**

Road construction project conducted by the Company to make it easier for the community in conducting economic activities.

**PEMBANGUNAN SARANA DAN PRASARANA PASAR DI
PASAR DESA PEDALAMAN [203-1]**

Sebagai bentuk kontribusi Perusahaan dalam meningkatkan kegiatan ekonomi masyarakat, ANTAM membantu pembangunan kios di Pasar Desa Pedalaman, Kecamatan Tayan, Kabupaten Sanggau yang merupakan usulan dari masyarakat. Saat ini kios tersebut digunakan sebagai galeri untuk menampilkan produk mitra binaan dan Badan Usaha Milik Desa sekaligus sebagai taman bacaan.

**DEVELOPMENT OF MARKET FACILITIES AND
INFRASTRUCTURE IN REMOTE VILLAGE MARKET [203-1]**

As a contribution in improving economic activities of the community, ANTAM build a kiosk in Remote Village Market, Tayan subdistrict, Sanggau regency, which is done according to inputs from the community. Currently the kiosk is used as a gallery to showcase the products of ANTAM's mentored partners and the Village Owned Enterprise, in addition to also functioning as a library.



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PENGASPALAN JALAN DI DESA SOPURA, KECAMATAN POMALAA, KABUPATEN KOLAKA [203-1]

Program pengaspalan jalan yang dilakukan oleh UBP Nikel Sulawesi Tenggara di setiap jalan di setiap desa dan kelurahan kecamatan Pomalaa merupakan program tahunan yang sudah berjalan selama 5 tahun. Pada tahun 2017, Desa Sopura adalah desa kelima yang memperoleh bantuan pengaspalan jalan sepanjang 1 km menuju Bandara Sangia Nibandera.

ASPHALT PAVING IN SOPURA VILLAGE, POMALAA SUBDISTRICT, KOLAKA REGENCY [203-1]

Asphalt paving program conducted by Southeast Sulawesi Nickel Mining Business Unit in every road in every village and sub-district of Pomalaa is an annual program which has been running for 5 years. By 2017, Sopura is the fifth village to receive a 1 km paved road stretching to Sangia Nibandera Airport.



PEMBANGUNAN RUMAH SAKIT UMUM (RSU) KOLAKA DI KABUPATEN KOLAKA, SULAWESI TENGGARA [203-1]

Untuk mendukung peningkatan kualitas kesehatan masyarakat di sekitar wilayah operasi serta dalam rangka mendukung pemerintah dalam pembangunan dan pembinaan kemasyarakatan di Kabupatean Kolaka. ANTAM melalui UBP Nikel Sulawesi Tenggara berkontribusi dalam pembangunan RSU Kolaka.

CONSTRUCTION OF KOLAKA GENERAL HOSPITAL (RSU) IN KOLAKA REGENCY, SOUTHEAST SULAWESI [203-1]

To support the improvement of the quality of public health in the surrounding communities and in order to support the Government in community development and mentoring in Kolaka regency. ANTAM, through Southeast Sulawesi Nickel Mining Business Unit, contributed with the construction of Kolaka General Hospital.

KINERJA KAMI MELESTARIKAN LINGKUNGAN

[103-1][103-2]

Our Endeavor in Preserving the Environment [103-1][103-2]

100%
CLEAN & CLEAR

Lokasi kerja pertambangan ANTAM memiliki Izin Usaha Pertambangan (IUP) dan Izin Usaha Pertambangan Khusus (IUPK) dengan status Clean and Clear

ANTAM operation area hold Mining License (IUP) and Special Mining License (IUPK) with Clean and Clear status

61,13%

dari total konsumsi air ANTAM tahun 2017 adalah air daur ulang

of ANTAM's total water consumption in 2017 is recycled water

Kinerja Kami Melestarikan Lingkungan Our Endeavor in Preserving the Environment	124	Air Water	135
Mempersembahkan Kinerja Emas untuk Bumi Our Best Endeavor for The Planet	125	Emisi Emission	139
<i>Good Mining Practice</i> di seluruh Wilayah Operasi ANTAM	128	Limbah Waste	146
Good Mining Practice In ANTAM Operational Areas		Efluen Effluent	148
Kebijakan Lingkungan ANTAM & ANTAM Green Standard	129	Limbah B3 Hazardous Waste	151
ANTAM Environmental Policy & ANTAM Green Standard		Keanekaragaman Hayati Biodiversity	160
Energi Energy	130	Dana & Investasi Lingkungan Environmental Cost & Investments	166

83%

Lahan yang terganggu
telah di reklamasi

Disturbed land has been
reclaimed





KINERJA KAMI MELESTARIKAN LINGKUNGAN

Our Endeavor in Preserving the Environment



Pengecekan air di wilayah operasi UBP Nikel Sulawesi Tenggara sebagai salah satu upaya pengelolaan lingkungan.
Water checking in Southeast Sulawesi Nickel Mining Business Unit operations area as our commitment of environmental management

Pada 4 Juli 2017 Pemerintah menerbitkan Peraturan Presiden (Perpres) No 59 tahun 2017 tentang Pelaksanaan Pencapaian Tujuan Pembangunan Berkelanjutan (TPB) atau yang dikenal dengan Sustainable Development Goals (SDGs). TPB memuat tujuan dan sasaran global tahun 2016 sampai dengan 2030 yang diharapkan meningkatkan kesejahteraan ekonomi masyarakat secara berkesinambungan, menjaga keberlanjutan kehidupan sosial bermasyarakat, dan menjaga kualitas lingkungan hidup. Perpres ini meneguhkan tujuan Pemerintah bahwa tidak hanya pembangunan ekonomi dan pemerataan sosial saja yang menjadi fokus utama melainkan juga bidang lingkungan hidup.

Menyatukan tujuan ekonomi, sosial dan lingkungan merupakan tantangan tersendiri bagi semua pihak khususnya pelaku usaha karena sampai saat ini dan beberapa dekade ke depan, pertumbuhan ekonomi Indonesia masih ditopang sektor-sektor sumber daya alam (SDA) berbasis lahan yang ekstensif contohnya sektor pertambangan. Karena itu ANTAM berupaya mendukung tujuan tersebut dan menjadikan pengelolaan lingkungan menjadi aspek yang tidak terpisahkan dari model bisnis, operasional, dan aktivitas ANTAM sehari-hari [103-1]

On July 4, 2017 the Government issued Presidential Regulation (Perpres) No 59 of 2017 regarding the Implementation of the Achievement of Sustainable Development Objectives (TPB) or known as Sustainable Development Goals. TPB contains global goals and targets from 2016 to 2030 that are expected to improve the economic welfare of the community on an ongoing basis, to maintain the sustainability of social life and to maintain the quality of the environment. This regulation affirms that the Government's goal aims not only economic development and social equity but also the environment to become the main focus.

Uniting economic, social and environmental objectives is a challenge for all parties, especially business actors, because up to now and in the next few decades, Indonesia's economic growth is still supported by extensive land-based natural resource sectors such as mining sectors. Therefore ANTAM seeks to support these objectives and make environmental management as an integral aspect of ANTAM's daily business models, operational, and activities. [103-1]

ANTAM berupaya mendukung tujuan ekonomi dan lingkungan dengan menjadikan pengelolaan lingkungan menjadi aspek yang tidak terpisahkan dari model bisnis, operasional, dan aktivitas Perusahaan sehari-hari.

ANTAM strives to support economic growth and eco-goals by embedding environmental management as an integral aspect with our business model, operational, and the Company's day to day activities.

Sebagai Perusahaan yang berfokus pada pengelolaan sumber daya alam, ANTAM menyadari aktivitas operasional Perusahaan memiliki dampak lingkungan. Berkenaan dengan itu, Perusahaan berkomitmen memenuhi ketentuan dan peraturan yang berlaku, serta *beyond compliance* melalui upaya pemenuhan ekspektasi masyarakat dan pemerintah tentang pengelolaan lingkungan ANTAM. [103-1]

MEMPERSEMBAHKAN KINERJA EMAS UNTUK BUMI

Pada tahun 2017, ANTAM berhasil mempersembahkan kinerja terbaik dalam aspek pengelolaan lingkungan dan sosial melalui pencapaian PROPER EMAS pada Program Penilaian Peringkat Kinerja Perusahaan (PROPER) dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) yang diraih oleh UBP Emas. [102-12][103-3]

Hal ini menandakan bahwa UBP Emas telah melakukan pengelolaan lingkungan lebih dari yang dipersyaratkan (*beyond compliance*) dan melakukan upaya-upaya pengembangan masyarakat secara berkelanjutan dan terintegrasi. Selain PROPER EMAS untuk UBP Emas, tahun ini ANTAM berhasil menorehkan dua PROPER HIJAU untuk UBPP Logam Mulia dan UBP Bauksit, serta dua PROPER BIRU untuk UBP Nikel Maluku Utara dan UBP Nikel Sulawesi Tenggara. [103-3]

As a Company that focuses on natural resource management, ANTAM realizes our operational activities have environmental impacts. In this regard, the Company is committed to comply with rules and regulations applied, as well as going beyond compliance through the fulfillment of public and government expectations on ANTAM's environment management. [103-1]

OUR BEST ENDEAVOR FOR THE PLANET

In 2017, ANTAM successfully presented the best performance in environmental and social management aspects through the achievement of the PROPER EMAS in the Corporate Performance Rating Program (PROPER) from the Ministry of Environment and Forestry (KLHK) which was achieved by UBP Emas. [102-12][103-3]

This indicates that Gold Mining Business Unit has conducted environmental management beyond compliance and carry out community development efforts in a sustainable and integrated manner. In addition to PROPER EMAS for Gold Mining Business Unit, this year ANTAM successfully recorded two PROPER HIJAU for Precious Metals Processing and Refinery Business Unit and Bauxite Mining Business Unit, and two PROPER BIRU for North Maluku Nickel Mining Business Unit and Southeast Sulawesi Nickel Mining Business Unit. [103-3]



Pencapaian kinerja lingkungan yang baik ini adalah hasil dari kerja keras, dedikasi dan konsistensi seluruh insan ANTAM dalam implementasi standar-standar manajemen lingkungan terbaik, *best practice* dan adopsi teknologi. ANTAM berkomitmen meningkatkan kinerja lingkungan, serta berupaya melakukan perbaikan berkesinambungan dan inovasi dalam bidang lingkungan. [103-2]

The achievement of good environmental performance is the result of hard work, dedication and consistency of all ANTAM employee in the implementation of the best environmental management standards, best practice and technology adoption. ANTAM is committed to improve environmental performance, and strives to be consistent in carrying out continuous improvements and innovations in the environmental aspects.[103-2]

Kinerja terbaik ini akan terus dipertahankan dan ditingkatkan melalui sistem manajemen lingkungan terintegrasi. Komitmen tersebut diwujudkan dengan membentuk sebuah tim khusus untuk memastikan tercapainya efektivitas dan konsistensi penerapan PROPER. Tim ini beranggotakan perwakilan dari Divisi di Kantor Pusat (Divisi Corporate Social Responsibility, Divisi Operation Management, Health, Safety and Environment (OMHSE), Divisi Corporate Secretary) dan Unit Bisnis ANTAM. Penanggung jawab tim ini adalah Direktur Operasi ANTAM, sedangkan ketua tim dipilih dari masing-masing unit bisnis. [103-2]

Our best performance will be maintained and improved through an integrated environmental management system. This commitment is demonstrated by forming a special team to ensure the effectiveness and consistency of the implementation of PROPER. The team consists of representatives from Divisions at Head Office (Division of Corporate Social Responsibility, Division of Operations Management, Health, Safety and Environment (OMHSE), Corporate Secretary Division) and ANTAM Business Unit. The person in charge of this team is the Operation Director of ANTAM, while the team leader is selected from each business unit. [103-2]

Unit Bisnis Business Unit	ISO 14001 Certification	Peringkat PROPER PROPER Rating [102-12][103-3]		
		2015	2016	2017
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	V	BIRU	BIRU	BIRU
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	V	BIRU	BIRU	BIRU
UBP Emas Gold Mining Business Unit	V	HIJAU	HIJAU	EMAS
UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit	V	HIJAU	HIJAU	HIJAU
UBP Bauksit Bauxite Mining Business Unit	V	BIRU	HIJAU	HIJAU

100%



Unit berhasil mempertahankan sertifikasi ISO 14001
Units have been succeeded in maintaining their ISO 14001 certifications

1 unit Memperoleh PROPER Emas dari Kementerian Lingkungan Hidup dan Kehutanan pada tahun 2017
Obtained GOLD PROPER rating from the Ministry of Environment and Forestry in 2017



2 unit Memperoleh PROPER Hijau (kriteria beyond compliance) dari Kementerian Lingkungan Hidup dan Kehutanan pada tahun 2017
Obtained GREEN PROPER rating (beyond compliance) from the Ministry of Environment and Forestry in 2017



2 unit Memperoleh PROPER Biru dari Kementerian Lingkungan Hidup dan Kehutanan pada tahun 2017
Obtained BLUE PROPER rating from the Ministry of Environment and Forestry in 2017



KINERJA EMAS UNTUK PROPER EMAS GIVING OUR BEST ENDEAVOR FOR GOLD PROPER

PROPER EMAS berhasil diraih oleh UBP Emas melalui konsistensi, dedikasi, program additionalitas diluar kewajiban regulasi, inovasi dan kinerja terbaik dalam aspek lingkungan. Tidak hanya telah memiliki dan menerapkan AMDAL, Sistem Manajemen Lingkungan (SML), pengendalian pencemaran air dan udara, pengelolaan limbah B3 dan non-B3, tata kelola air, efisiensi energi, penurunan emisi, dan keanekaragaman hayati, UBP Emas telah *beyond compliance* dalam pengelolaan lingkungan dan pelaksanaan program pengembangan masyarakat berkelanjutan yang bertujuan untuk meningkatkan kemandirian masyarakat.

Berikut ini beberapa program unggulan yang berhasil menghantarkan ANTAM meraih PROPER EMAS.

1. WAJAH BARU BANTARKARET SEBAGAI DESTINASI AGRO-GEO-EDU-TOURISM ANDALAN

Revitalisasi Terintegrasi Lingkungan & Sosio-Ekonomi Desa Bantarkaret dari Aktivitas PETI menjadi Destinasi Agro-Geo-Edu-Tourism [MM2] [MM8][413-1]

Dahulu Kampung Ciguha, Desa Bantarkaret, Kecamatan Nanggung, Kabupaten Bogor dikenal dengan aktivitas ilegal Penambangan Emas Tanpa Izin (PETI). Memahami potensi risiko dan bahaya terhadap kualitas lingkungan, kesehatan dan keselamatan warga, sejak tahun 2016 ANTAM melakukan pemetaan dan pendekatan kepada warga Ciguha untuk bersama-sama menata dan membangun Kampung Ciguha menjadi destinasi wisata berbasis edukasi, geologi dan agribisnis atau yang dikenal dengan *Agro-Geo-Edu-Tourism*.

Rencana jangka panjang penataan dan pembangunan Kampung Ciguha menjadi salah satu destinasi *Agro-Geo-Edu-Tourism* andalan di Indonesia telah dirampungkan oleh ANTAM. Sepanjang tahun 2017 ini, ANTAM terus melanjutkan penataan PETI di Ciguha seperti yang sudah dilakukan pada tahun-tahun sebelumnya. Lubang-lubang berbahaya telah ditutup dan sebagian besar pelaku PETI telah beralih profesi di sektor pertanian atau sebagai pekerja di pabrik Green Fine Aggregate ANTAM. Dengan demikian, mereka memiliki pekerjaan formal dengan jaminan pendapatan dengan kondisi keselamatan dan kesehatan yang jauh lebih aman.

Tahun ini sebanyak 10.000 lubang PETI berhasil ditutup dan secara langsung penertiban PETI mampu mengurangi emisi CO₂, konsentrasi merkuri dan sianida yang digunakan PETI di sungai sekitarnya (menurunkan beban pencemaran sungai Cikaniki). Dari sisi sosial, penataan Kampung Ciguha yang dilaksanakan di tahun 2017 berhasil menurunkan angka kematian, kriminalitas, dan penyakit sosial. Dari sisi finansial, estimasi penyelamatan kekayaan negara dari program penataan PETI di Kampung Ciguha mencapai Rp1,8 triliun.

Pengembangan Kawasan Wisata ini akan menjadi salah satu *cluster AgroGeoEduTourism* ANTAM selain museum tambang bawah tanah yang mengedepankan konsep penataan area dengan mengintegrasikan aspek sosial, ekonomi, dan lingkungan.

2. RESTORASI LAHAN Eks-PETI DI TAMAN NASIONAL GUNUNG HALIMUN SALAK [304-3]

Mulai 2010 hingga 2017, berdasarkan penilaian dan identifikasi risiko potensi longsor dan banjir bandang yang mengancam tiga kecamatan di sekitar kawasan Taman Nasional Gunung Halimun Salak (TNGHS), ANTAM melakukan pemulihan ekosistem lahan terdegradasi melalui upaya merestorasi lahan eks-PETI dengan menggunakan jenis tanaman asli TNGHS dan melibatkan masyarakat sekitar seluas 1.150 hektar di kawasan tersebut. Berkat upaya restorasi ini, sebanyak 20.350 kepala keluarga telah bebas dari risiko bahaya bencana longsor dan banjir bandang yang sebelumnya mengancam.

PROPER EMAS was successfully achieved by Gold Mining Business Unit through consistency, dedication, innovation and best performance in environmental aspect. Not only having already implemented AMDAL, air and water pollution control, hazardous and non-hazardous waste management, water governance, energy efficiency, emission reduction and biodiversity, Gold Mining Business Unit goes beyond compliance in environmental management and implementation of sustainable community development program with the main objective to improve the livelihood of the communities.

Here are a number of our flagship programs which successfully helped ANTAM to achieve PROPER EMAS (GOLD PROPER).

1. THE NEW FACE OF BANTARKARET AS A LEADING AGRO-GEO-EDU-TOURISM DESTINATION

Integrated Environment and Socio-Economy Revitalization of Kampung Ciguha From PETI Activity to Agro-Geo-Edu-Tourism Destination [MM2] [MM8][413-1]

Formerly Kampung Ciguha, Bantarkaret Village, Nanggung Subdistrict, Bogor Regency was known for illegal mining activities and un-licensed artisanal gold miners (Penambangan Emas Tanpa Izin - PETI). Understanding the potential risks and hazards to the environment, health and safety of the people, since 2016 ANTAM has mapped and approached Ciguha residents to contribute in organizing and building of Kampung Ciguha to become educational, geological and agribusiness tourism destinations known as *Agro-Geo -Edu-Tourism*.

The long-term plan of structuring and development of Kampung Ciguha to become one of the leading *Agro-Geo-Edu-Tourism* destination in Indonesia has been completed by ANTAM. Throughout the year 2017, ANTAM continues to restructure PETI in Ciguha in continuation of the previous years. The dangerous pits have been closed and most PETI workers have switched professions in the agricultural sector or as workers at the ANTAM Green Fine Aggregate plant. Thus, they have formal employment with fixed income and improved health and safety conditions.

This year as many as 10,000 PETI pits have been successfully closed which directly reduced CO₂ emissions, mercury and cyanide concentrations used by PETI in the surrounding rivers. From the social side, the arrangement of Kampung Ciguha which was carried out in 2017 managed to reduce mortality, crime, and social diseases. From the financial side, the estimate state's wealth recovered from the PETI structuring program in Kampung Ciguha reached Rp1.8 trillion.

The development of this tourism area will become one of ANTAM *Agro-Geo-Edu-Tourism* cluster in addition to underground mining museum which emphasizes the area arrangement concept by integrating social, economic and environmental aspects.

2. RESTORATION OF EX-PETI AREA IN MOUNT HALIMUN SALAK NATIONAL PARK [304-3]

Starting from 2010 to 2017, based on potential risks assessment and identification regarding landslides and flash floods that threaten three sub-districts in the vicinity of Mount Halimun Salak National Park (TNGHS), ANTAM has restored 1,150 hectares of ex-PETI land in the area. Thanks to this restoration, as many as 20,350 households have been saved from the potential risks of landslides and flash floods.



Pengelolaan lingkungan bersama kelompok masyarakat di UBP Bauksit
Environmental management synergize with local community in Bauxite Mining Business Unit

GOOD MINING PRACTICE DI SELURUH WILAYAH OPERASI ANTAM

Perusahaan senantiasa berkomitmen terhadap penerapan praktik penambangan yang baik (*Good Mining Practice*) yang disertai penerapan prinsip kehati-hatian (*Precautionary Principle*) dan kepatuhan terhadap ketentuan dan peraturan yang berlaku. Implementasi pengelolaan dampak lingkungan di seluruh area kerja ANTAM juga berpedoman pada Dokumen Analisis Dampak Lingkungan (AMDAL), Rencana Pemantauan Lingkungan (RPL) dan Rencana Pengelolaan Lingkungan (RKL) serta Rencana Pascatambang (sebelumnya disebut Rencana Penutupan Tambang) yang telah disepakati. *Good mining practice* diterapkan pada setiap lini operasi Perusahaan mulai dari penambangan, pengolahan mineral, pengelolaan lingkungan, pengembangan masyarakat sejak tambang dibuka hingga pascatambang. [103-2][103-3]

Dapat kami laporkan bahwa sepanjang tahun 2017 tidak ada pelanggaran perizinan, regulasi dan peraturan lingkungan lainnya yang mengakibatkan sanksi moneter ataupun non-moneter kepada Perusahaan. [307-1]

GOOD MINING PRACTICE IN ANTAM OPERATIONAL AREAS

The Company is always committed to the implementation of Good Mining Practice along with the implementation of Precautionary Principle and compliance with existing rules and regulations. Implementation of environmental impact management in ANTAM's work areas is also guided by the Environmental Impact Analysis (AMDAL), Environmental Monitoring Plan (RPL) and Environmental Management Plan (RKL) and Post-Mining Plans (previously called Mining Closure Plan) that have been agreed. Good mining practice is applied to every line of operations of the Company ranging from mining, mineral processing, environmental management, community development from mine opening to post mining. [103-2][103-3]

We report that up t the end of 2017 there were no violation of licenses, regulations and other environmental regulations which could result in monetary or non-monetary sanctions to the Company. [307-1]

100%

CLEAN AND CLEAR

Lokasi kerja pertambangan ANTAM memiliki Izin Usaha Pertambangan (IUP) dan Izin Usaha Pertambangan Khusus (IUPK) dengan status Clean and Clear

ANTAM operation area hold Mining Permits (IUP) and Special Mining Permits (IUPK) with Clean and Clear status

KEBIJAKAN LINGKUNGAN ANTAM & ANTAM GREEN-STANDARD [102-16] [103-2] [103-3]

Perusahaan menempatkan Kebijakan Lingkungan ANTAM dan ANTAM Green Standard (AGS) sebagai dasar pelaksanaan kegiatan operasional yang diwujudkan melalui perencanaan, identifikasi dan pengelolaan risiko serta *monitoring* lingkungan mulai dari eksplorasi, aktivitas penambangan, pengolahan mineral, pengelolaan lingkungan hingga penutupan tambang.

AGS secara spesifik disusun sebagai pedoman pengelolaan lingkungan bagi ANTAM maupun pihak lain yang bekerja di lingkungan Perusahaan yang bertujuan untuk meningkatkan kinerja lingkungan. Diharapkan tercipta standarisasi dan konsistensi penerapan pedoman pengelolaan lingkungan ini di seluruh unit bisnis, unit, proyek pengembangan dan entitas anak Perusahaan. ANTAM Green Standard berlaku di seluruh operasional Perseroan dan anak usaha berdasarkan Surat Keputusan Direksi ANTAM.

ANTAM ENVIRONMENTAL POLICY & ANTAM GREEN STANDARD [102-16] [103-2] [103-3]

The Company put ANTAM Environmental Policy and ANTAM Green Standard (AGS) as the basis for all of our operational activities through planning, identification and risk management, as well as environmental monitoring starting from exploration, mining activities, mineral processing, environmental management to mine closure.

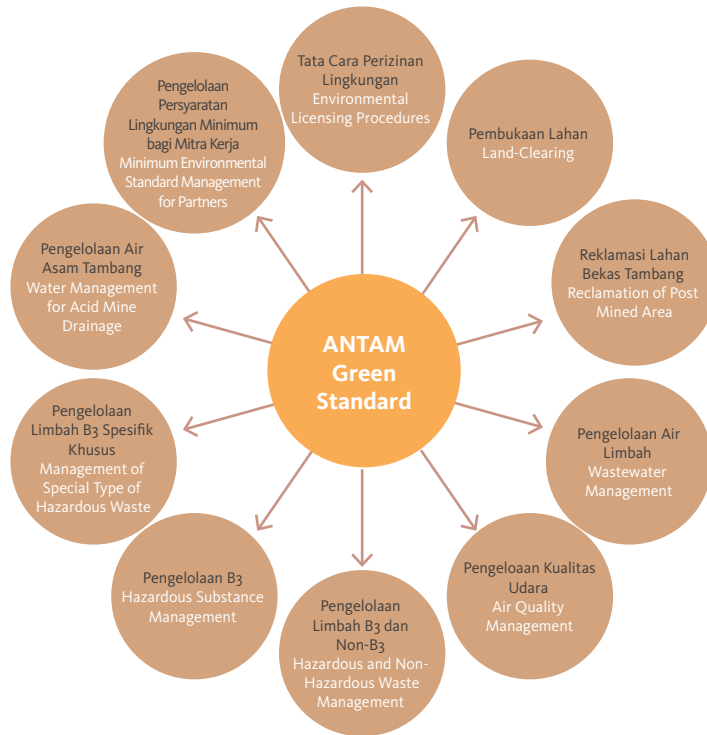
AGS was specifically set up as an environmental management guideline for ANTAM, as well as other parties working within the Company's areas that are aiming to improve environmental performance. It is expected to create standardization and consistency in its application and environmental management guidelines implementation across business units, units, development projects and subsidiaries. ANTAM Green Standard is compulsory throughout the Company's operations as stipulated by ANTAM's Directors Decree.



Kebijakan Lingkungan ANTAM

ANTAM Environmental Policy

1. Mengembangkan dan menerapkan sistem manajemen lingkungan yang mengacu pada peraturan Perseroan dan peraturan perundangan yang berlaku.
Develop and implement an environmental management system that is based on internal and external.
2. Mengupayakan penggunaan sistem, teknologi, metode, peralatan, dan bahan-bahan yang memiliki dampak negatif minimal bagi lingkungan dalam setiap kegiatan pertambangan.
Promote the use of the system, technology, methods, equipment, and materials usage which have a environmental negative impact at minimum on mining activities.
3. Meningkatkan profesionalisme sumber daya manusia dalam pengelolaan lingkungan.
Increase the professionalism of human resources in environmental management.
4. Meminimalkan lahan terganggu dan merehabilitasi sesuai dengan peruntukannya termasuk melindungi flora dan fauna di dalamnya.
Minimize and rehabilitate disturbed land according with its original purpose including protecting flora and fauna.
5. Menggunakan sumber daya alam secara optimal dalam rangka konservasi dan meminimalkan limbah.
Use natural resources optimally in order to conserve and minimize waste.
6. Melakukan upaya pencegahan pencemaran lingkungan dan pengendalian dampaknya.
Prevent and control the impact of environmental pollution.
7. Mendukung program penurunan emisi gas rumah kaca dengan upaya-upaya produktif dan inovatif dalam kegiatan pertambangan.
Support the greenhouse gas effect reduction by implementing productive and innovative processes in mining activities.
8. Mendukung upaya pembangunan yang berkelanjutan serta mempertimbangkan kebutuhan masyarakat sekitar operasi pertambangan.
Support the efforts of sustainable development and take into consideration the needs of communities surrounding the mining operations.
9. Melakukan evaluasi untuk meningkatkan kinerja lingkungan secara berkelanjutan.
Evaluate environment performance improvement



ENERGI

Energi merupakan satu dari enam indikator yang diperhatikan dalam penilaian PROPER KLHK. Kegiatan efisiensi energi dalam PROPER adalah kegiatan yang berkaitan dengan peningkatan efisiensi; retrofit; efisiensi di bangunan; efisiensi dalam sistem transportasi. ANTAM menyadari konsumsi energi berkaitan terhadap dampak lingkungan sekaligus finansial. Penggunaan energi yang optimal tidak hanya meminimalisir dampak lingkungan namun juga meningkatkan efisiensi biaya operasional Perusahaan.

ANTAM memiliki kebijakan, identifikasi penggunaan energi di setiap unit bisnis dan potensi efisiensinya serta melakukan identifikasi intensitas energi di setiap unit bisnis, sehingga menjadi salah satu dasar upaya optimalisasi proses produksi. Salah satu contohnya di UBP Emas, target penurunan capaian intensitas konsumsi energi spesifik per kilogram bullion tahun sebelumnya adalah sebesar 3%, serta berupaya meningkatkan capaian rasio efisiensi energi dari pencapaian kinerja efisiensi energi tahun sebelumnya sebesar 10%. Sedangkan di UBPP Logam Mulia berupaya untuk mencapai penurunan intensitas konsumsi energi spesifik per kilogram bullion tahun sebelumnya sebesar 150 MMBtu/tahun.

ENERGY

Energy is one of the six indicators that is emphasized in the PROPER KLHK assessment. Energy efficiency activities in PROPER are activities related to efficiency improvement; retrofit; buildings efficiency; transport system efficiency. ANTAM acknowledges that our energy consumption may drive related impacts both to the environment and to our financial bottom line. Optimum energy profile will not only can help us to minimize our eco foot print but also can help us in achieving a more efficient operational cost.

ANTAM implements energy consumption identification policy at all business unit and identification of potential efficiency efforts, as well as calculation of energy intensity at all business unit. It will serve as one of the basis for production optimization processes. One example is energy related target of Gold Mining Business Unit to achieve specific energy consumption intensity ratio per kilogram bullion from its previous year of 3%, and also strive to improve energy efficiency ratio from the previous year of 10%. Another example is at Precious Metals Processing and Refinery Business Unit whose energy related target includes reducing specific energy consumption intensity ratio per kilogram bullion from its previous year of 150 MMBtu/year.



Strategi pengelolaan energi di ANTAM mengacu pada ketentuan-ketentuan yang diatur dalam Peraturan Menteri ESDM No.14 Tahun 2012 tentang Manajemen Energi.

ANTAM's energy management strategy refers to the provisions stipulated in EMR Ministerial Regulation No.14 Year 2012 on Energy Management.

Berbagai inisiatif dan program konservasi energi dilaksanakan di seluruh unit bisnis, antara lain sosialisasi, pengaturan pemakaian, penggunaan proses atau peralatan hemat energi, modernisasi alat dan pemanfaatan energi terbarukan. Contohnya adalah dengan melakukan penggantian jenis pembangkit listrik yang sebelumnya menggunakan BBM menjadi batu bara, serta melakukan retrofit dengan memodifikasi mesin pembangkit agar dapat menggunakan gas sebagai bahan bakar.

Energy conservation initiatives and programs are implemented across business units, including socialization, usage management, energy saving process and equipment, and modernization as well as use of renewable energy. Examples are: replacing the type of power plant that previously used fuel to coal, and conducting retrofit by modifying generator machines so it can operate on gas as its fuel.



Save Energy for the Future Berbagai Inovasi Konservasi Energi ANTAM

ANTAM Various Energy Conservation Innovations

Process Re-Engineering di Washing Plant UBPP Bauksit

Inovasi ini diinisiasi tahun 2016. Instalasi telah selesai dilaksanakan akhir 2016, lalu secara konsisten dilakukan monitoring dari keefektifan hasil efisiensi energi dari inisiatif tersebut di tahun 2017. Penggunaan talang untuk *sizing* dan pemindahan *ore* di *Washing Plant* UBPP Bauksit dari yang sebelumnya menggunakan alat berat, sehingga mengurangi konsumsi BBM. Pemasangan Talang Hijrah *Washing Plant* (WP) merupakan inovasi dalam proses pencucian bijih bauksit di luar praktek umum kegiatan WP. Pembuatan Talang Hijrah bertujuan untuk memodifikasi proses penyarangan yang sebelumnya menggunakan alat berat dan Mini Grizzly. Instalasi Talang Hijrah ini telah membantu kami untuk mengurangi konsumsi BBM tahun 2017 sebesar 193,35 kilo liter.

Modifikasi Anglo American Research Laboratory di UBPP Emas

Modifikasi AARL (*Anglo American Research Laboratory*) untuk mengurangi jam operasi *heater* pada Proses Elution di UBPP Emas sehingga mengurangi pemakaian BBM. Modifikasi ini pertama diinisiasi pada tahun 2013, yakni 1 dan terus konsisten dilaksanakan hingga 2017 yang saat ini sudah ada pada *stage 5*. Total BBM yang berhasil dikurangi berkat modifikasi AARL pada tahun 2017 mencapai 35.831 liter atau setara dengan 408.474 KWh.

Removable Crucible Melting Furnace (RCMF) at UBPP Logam Mulia

Berafiliasi dengan salah satu produser tanur terkemuka di Asia, PT SWIFA, sejak tahun 2015 UBPP Logam Mulia konsisten menerapkan teknologi *Removable Crucible Melting Furnace* (RCMF) yang berhasil meningkatkan efisiensi energi dan menurunkan intensitas energi sebesar 21,1% dibandingkan dengan pemakaian proses tanur gas biasa yang *non-removable* sebelum implementasi RCMF di ANTAM.

Teknologi Passive Infra Red (PIR) di UBPP Emas

ANTAM mengimplementasikan Teknologi *Passive Infra Red* (PIR) sebagai sensor otomatis terprogram melalui Microcontroller Arduino Uno yang dapat membaca adanya panas dan pergerakan sebagai pengendali instalasi listrik tambang mineral bawah tanah. Implementasi teknologi ini berhasil menurunkan konsumsi listrik sebesar 33,33% per *spot* ruang kerja pekerja tambang bawah tanah yang dihitung dari total daya listrik sebelum dan sesudah implementasi PIR.

Filtrasi Crystal Silver dengan Teknologi Reengineering Crystal Silver di UBPP Logam Mulia

Inovasi proses filtrasi *crystal silver* dengan teknologi *Reengineering Crystal Silver* yang dilaksanakan oleh UBPP Logam Mulia telah berhasil mempercepat waktu proses sehingga menurunkan konsumsi energi sebesar 57 MMBTu per kali *cycle* proses filtrasi. Inovasi ini dianggap pionir di bidangnya dan berhasil meraih penghargaan medali platinum pada konvensi mutu nasional di tahun 2016 dan terdaftar pada HKI sebagai paten terdaftar.

Process Re-Engineering At Bauxite Mining Business Unit Washing Plant

This innovation was first initiated in 2016. Its installation was completed in the end of 2016, then its energy efficiency results and progress have been consistently monitored up to 2017. The using of chamfer for *sizing* and transporting ore in Bauxite Mining Business Unit Washing Plant from its previous method of using heavy vehicles has resulted in lower fuel consumption. The installation of this Washing Plant (WP) Hijrah Chamfer is an innovation in the process of bauxite ore washing process that is different from the common practice of this process. The installation of this Hijrah Chamfer is aiming to modify filterization process that previously done by heavy vehicles and Mini Grizzly. The installation of Hijrah Chamfer has helped ANTAM to reduce fuel consumption in 2017 that was amounted to 193.35 kilo liter.

Anglo American Research Laboratory (AARL) Modification at Gold Mining Business Unit

Modification of AARL (*Anglo American Research Laboratory*) is aiming to reduce heater operating hours in our Elution Process in Gold Mining Business Unit, hence reducing fuel usage. This modification was first initiated in 2013 as Stage 1 which has been implemented consistently up to 2017 and now in its Stage 5 of implementation. We managed to reduce fuel consumption from this AARL modification that was amounted to 35,831 liter in 2017 which is equals to 408,474 KWh.

Removable Crucible Melting Furnace (RCMF) at Precious Metals Processing and Refinery Business Unit

Affiliated to one of Asia's leading furnace producers, PT SWIFA, since 2015 Precious Metals Processing and Refinery Business Unit has consistently implemented Removable Crucible Melting Furnace (RCMF) technology that has successfully increase energy efficiency and reduced energy intensity by 21.1% compare with general non-removable gas furnace prior to RCMF implementation in ANTAM.

Passive Infra Red (PIR) at Gold Mining Business Unit

ANTAM implemented Passive Infra Red (PIR) Technology as programmed automatic sensor through Arduino Uno Microcontroller that has the ability to detect heat and movement as the trigger of electricity installation control in underground mining facility. The implementation of this technology has help us reduce 33.33% of electricity consumption per working room spot at our underground mining facilities which is calculated from comparing the total electricity power before and after PIR implementation.

Crystal Silver Filtration with Reengineering Crystal Silver Technology at Precious Metals Processing and Refinery Business Unit

Innovation of crystal silver filtration process with Silver Reengineering Crystal technology which implemented by Precious Metals Processing and Refinery Business Unit has succeeded in speeding up the processing time, therefore it is able to reduce energy consumption by 57 MMBTu per cycle of the filtration process. This innovation is considered a pioneer in its field and was awarded a platinum medal at the national quality convention in 2016 and registered on the IPR as a registered patent.

KONSUMSI ENERGI [302-1]

Penggunaan energi yang dicantumkan dalam laporan ini tidak hanya mencakup kegiatan operasi ANTAM di unit bisnis, melainkan juga dari kegiatan kontraktor dan mitra usaha di lingkungan Perusahaan. Pada tahun 2017, total penggunaan energi ANTAM tercatat sebesar 12,24 Juta GJ untuk seluruh unit bisnis. Angka tersebut menurun jika dibandingkan dengan tahun 2016 yang tercatat sebesar 12,98 juta GJ. Penurunan penggunaan energi secara signifikan turun di UBP Nikel Sulawesi Tenggara dikarenakan adanya perbaikan *roof furnace* 3. Sedangkan di UBP Emas penurunan penggunaan energi karena adanya inovasi modifikasi Anglo American Research Laboratory (AARL) yang dapat mengurangi jam operasi *heater* pada proses *elution* sehingga mengurangi pemakaian BBM.

ENERGY CONSUMPTION [302-1]

Energy consumption presented in this report is calculated from ANTAM operational activities in business units and also includes energy usage from our contractors' and business partners' activities that are conducted within ANTAM operational areas. In 2017, ANTAM's total energy consumption was amounted to 12.24 GJ from all business units. It is lower than 2016 energy consumption of 12.98 GJ. A significant energy consumption reduction was recorded at Southeast Sulawesi Nickel Mining Business Unit due to roof furnace 3 maintenance. Meanwhile at Gold Mining Business Unit, lower energy consumption was a result from Anglo American Research Laboratory (AARL) modification which can reduce heater operation hours in elution process, hence reducing the required fuel for this process.

KONSUMSI ENERGI BERDASARKAN UNIT BISNIS DAN SUMBER ENERGI [302-1]

ENERGY CONSUMPTION BY BUSINESS UNIT AND SOURCE [302-1]

Unit Bisnis dan Sumber Energi Business Unit & Source	Satuan Unit	2015		2016		2017	
		Volume	GJ	Volume	GJ	Volume	GJ
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit							
Listrik (PLTD) Diesel Power Plant	KWH	2.044.755	688.733.536	2.479.441	731.122.220	2.632.040	2.044.755
Marine Fuel Oil (MFO)	Liter	4.774.260	109.474.480	4.202.549	102.239.695	3.924.818	4.774.260
Industrial Diesel Oil (IDO)	Liter	173.909	5.250.877	196.383	22.812.493	853.187	173.909
Batu Bara Coal	Kg	2.656.358	300.925.030	5.687.483	230.534.488	4.357.102	2.656.358
Solar Diesel	Liter	37.272	357.024	13.353	439.715	16.445	37.272
Bensin Fuel	Liter	6.511	144.956	4.784	242.944	8.017	6.511
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit							
Bensin Fuel	Liter	9.829	266.610	8.798	428.129	16.552	9.829
Solar Diesel	Liter	108.661	2.403.617	92.986	3.364.815	124.364	108.661
UBP Emas Gold Mining Business Unit							
Listrik (PLN) Supplied Electricity	KWH	61.941.088	222.988	63.355.056	227.196	61.661.598	222.988
Listrik (PLTD) Diesel Power Plant	KWH	278.500	1.003	139.400	566	91.691	861
HSD (Transportasi Operasi) Operational Transportation	Liter	109.121	4.081	116.339	4.359	114.114	4.269
HSD (Operasi Alat Berat) Heavy Machineries Operations	Liter	529.331	19.797	487.042	17.726	432.772	16.190
HSD (Pabrik) Plant	Liter	468.877	17.536	450.396	16.735	407.451	15.243
UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit							
Listrik (PLN) Supplied Electricity	KWH	7.743	2.075.880	7.473	2.378.140	8.561	7.743
Gas Alam Natural Gas	m3	7.607	229.894	7.724	204.253	6.863	7.607
Solar Diesel	Liter	84	2.440	91	2.840	106	84

**KONSUMSI ENERGI BERDASARKAN UNIT BISNIS DAN SUMBER ENERGI [302-1]****ENERGY CONSUMPTION BY BUSINESS UNIT AND SOURCE [302-1]**

Unit Bisnis dan Sumber Energi Business Unit & Source	Satuan Unit	2015		2016		2017	
		Volume	GJ	Volume	GJ	Volume	GJ
UBP Bauksit Bauxite Mining Business Unit							
Solar Diesel	Liter	197	17.674	653	578.697	21.389	197
Bensin Fuel	Liter	9.158	230.695	8.919	40.903	1.581	9.158
Listrik (PLTD+BTG ICA) Electricity (Diesel Power Plant + BTG ICA)	KWh	7.568	1.304.090	4.695	1.994.676	7.181	7.568
TOTAL	GJ		10.109.316,85		12.981.913,39		12.237.755,72

Catatan:

(*) Faktor konversi menggunakan standar IPCC (UNEP) 2006, GHG Protocol (WBCSD, WRI), ISO 14064

(*) Pengukuran konsumsi energi listrik dilaksanakan di seluruh Unit Bisnis mengacu pada ketentuan standar PROPER dari Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia.

(*) Faktor konversi:

- 1 KWH = 0,004 GJ
- 1 m3 Gas Alam = 0,034 GJ
- 1 liter High Speed Diesel = 0,036 GJ
- 1 liter Bensin = 0,033 GJ
- 1 liter Marine Fuel Oil = 0,038 GJ
- 1 liter Industrial Diesel Oil = 0,037 GJ
- 1 kg batu bara = 0,019 GJ

Notes:

(*) Conversion factor was based on IPCC (UNEP) 2006, GHG Protocol (WBCSD, WRI), ISO 14064

(*) Electricity energy monitoring and measurement were conducted at all business unit in accordance with PROPER Standard of the Ministry of Environment and Forestry of the Republic of Indonesia.

(*) Conversion factor:

- 1 KWH = 0,004 GJ
- 1 m3 Natural Gas = 0,034 GJ
- 1 liter High Speed Diesel = 0,036 GJ
- 1 liter Fuel = 0,033 GJ
- 1 liter Marine Fuel Oil = 0,038 GJ
- 1 liter Industrial Diesel Oil = 0,037 GJ
- 1 kg Coal = 0,019 GJ

TOTAL PEMAKAIAN ENERGI PER UNIT BISNIS (GJ) [302-1]**TOTAL ENERGY CONSUMPTION BASED ON BUSINESS UNIT (GJ) [302-1]**

Unit Bisnis Business Unit	2015 (GJ)	2016 (GJ)	2017 (GJ)
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	9.693.065	12.583.992	11.791.609
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	118.490	101.785	140.915
UBP Emas Gold Mining Business Unit	265.405	266.581	259.551
UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit	15.434	15.289	15.530
UBP Bauksit Bauxite Mining Business Unit	16.923	14.267	30.151
Total	10.109.317	12.981.913	12.237.756

INTENSITAS ENERGI [302-3]

Intensitas energi ANTAM secara keseluruhan mengalami penurunan. Total kebutuhan energi dari berbagai sumber energi termasuk batu bara, BBM, listrik dan gas yang diperlukan untuk menghasilkan produk kami tahun ini lebih rendah dibandingkan dengan tahun sebelumnya. Meskipun UBPP Logam Mulia dan UBPP Bauksit mengalami peningkatan produksi, kebutuhan energi yang digunakan untuk memproduksi per ton produk tercatat menurun dibandingkan tahun 2016.

Penurunan intensitas energi secara signifikan tercatat di UBPP Logam Mulia sebesar 540,61 GJ/TNi dibandingkan tahun 2016 sebesar 620,11 GJ/TNi sejalan dengan adanya pekerjaan perbaikan *roof furnace* 3 di tahun 2017. Sedangkan di UBPP Emas, intensitas energi yang digunakan tercatat 21,83 GJ/Kg atau naik dibandingkan tahun 2016 sebesar 20,70 GJ/Kg. Hal ini disebabkan karena kegiatan *development* tambang dan *dewatering* yang relatif meningkat sehingga intensitas energi meningkat.

ENERGY INTENSITY [302-3]

ANTAM's overall energy intensity has been reduced. The total energy required from various energy sources, including coal, fuel, electricity, and gas required to produce our products this year is lower than the previous year. Despite increasing production volume at Southeast Sulawesi Nickel Mining Business Unit, North Maluku Nickel Mining Business Unit, Precious Metals Processing and Refinery Business Unit and Bauxite Mining Business Unit, the required energy to produce each ton of our product is lower than in 2016.

A significant decrease energy intensity was recorded at Southeast Sulawesi Nickel Mining Business Unit which amounted to 540,61 GJ/TNi compare to its last year's energy intensity of 620,11 GJ/TNi. This result was driven by roof furnace 3 repair in 2017. Meanwhile at UBPP Emas, the recorded energy intensity of 2017 was 21,83 GJ/Kg, a slight increase from 2016 energy intensity 20,70 GJ/Kg. This slight increase in energy intensity of Gold Mining Business Unit was a result of increased activities related to mine development and dewatering.

VOLUME PRODUKSI DAN INTENSITAS ENERGI BERDASARKAN UNIT BISNIS TAHUN 2017 [302-3] PRODUCTION VOLUME AND ENERGY INTENSITY BASED ON BUSINESS UNIT IN 2017 [302-3]

UNIT BISNIS Business Unit	Satuan Unit	2015	2016	2017	
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	Total Energi Total Energy	GJ	9.693.065	12.583.992	11.791.609
	Total Produksi Total Production	TNi	17.211	20.293	21.762
	Intensitas Energi Energy Intensity	GJ/TNi	563,19	620,11	540,61
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	Total Energi Total Energy	GJ	118.490	101.785	140.915
	Total Produksi Total Production	WMT	1.080.613	1.157.066	2.032.000
	Intensitas Energi Energy Intensity	GJ /WMT	0,11	0,09	0,07
UBP Emas Gold Mining Business Unit	Total Energi Total Energy	GJ	265.405	266.581	259.551
	Total Produksi Total Production	Dore Kg	14.427	12.877	11.887
	Intensitas Energi Energy Intensity	GJ/Dore Kg	18,40	20,70	21,83
UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit	Total Energi Total Energy	GJ	15.434	15.289	15.530
	Total Produksi Total Production	Kg	212.653	216.384	230.239
	Intensitas Energi Energy Intensity	GJ/Kg	0,0726	0,0706	0,0667
UBP Bauxit Bauxite Mining Business Unit	Total Energi Total Energy	GJ	16.923	14.267	30.151
	Total Produksi Total Production	WMT	201.517	241.202	648.431
	Intensitas Energi Energy Intensity	GJ/WMT	0,08	0,06	0,05

AIR [103-1][103-2][103-3]

Bagi ANTAM, air menjadi elemen penting dalam proses operasi maupun penggunaan secara domestik. Perusahaan menyadari dengan peningkatan produksi maka secara linier akan diikuti oleh penggunaan air sehingga untuk meminimalisir dampak lingkungan, ANTAM melakukan pengelolaan air sesuai dengan kaidah penambangan yang baik.

Di UBPP Emas, Perusahaan berupaya melakukan efisiensi penggunaan air sebesar 5% dan penurunan beban pencemaran air sebesar 5% setiap tahunnya; Menjaga kualitas air dan lingkungan dengan menetapkan target internal CN <0.375 ppm, TSS <70 ppm, 6 < pH < 9; Mengurangi penggunaan air tanah baru sebesar 5% setiap tahunnya dengan memanfaatkan teknologi *Water Treatment Plant* dalam mengolah air proses menjadi air siap pakai untuk memenuhi kebutuhan sehari hari; Melakukan program konservasi air tanah dengan cara menambah cadangan air sebesar 10% setiap tahunnya. Sedangkan di UBPP Logam Mulia, ANTAM berupaya mencapai target efisiensi penggunaan air sebesar 500 m³ dan penurunan beban pencemaran air sebesar 5% setiap tahunnya.

ANTAM melakukan pengolahan atau pemrosesan air limbah untuk dapat digunakan kembali sesuai dengan tujuan yang ditetapkan serta memenuhi kriteria kualitas air sesuai peraturan yang berlaku. Perusahaan juga melakukan daur ulang air limbah yang telah diolah dengan mengembalikannya ke dalam proses produksi. Selain itu ANTAM juga melakukan pemanfaatan air dengan menggunakan air limbah yang telah diolah untuk kegiatan non operasional.

WATER [103-1][103-2][103-3]

For ANTAM, Water is an key and important element in our operation process as well as to support domestic use. The Company is aware of the increase in production that will be linearly followed by water use, hence to minimize the environmental impact, ANTAM conducts water management in accordance with good mining practices.

At Gold Mining Business Unit, the Company is striving to achieve several targets, including to reach 5% water efficiency and reducing the water pollution load of 5% annually; Maintaining water and environmental quality with internal targets, namely CN <0.375 ppm, TSS <70 ppm, 6 < pH < 9; Reducing the usage of fresh potable and ground water to 5% annually by utilizing Water Treatment Plant technology in recycling ex-process water into recycled water that are suitable for daily use; Conserve ground water by increasing water reserve to 10% annually. Meanwhile at Precious Metals Processing and Refinery Business Unit, ANTAM is striving to achieve our water efficiency target of 500 m³ and to reduce water pollution load to 5% annually.

ANTAM carries out processing of wastewater to be reused in accordance with the stated objectives as well as fulfilling the water quality criteria according to the applicable regulations. The Company also recycles treated wastewater by returning it to the production process. In addition, ANTAM also utilizes water by using wastewater that has been treated for non-operational activities.



Sumber air yang digunakan ANTAM berasal dari air permukaan, air tanah, air kolam pengendapan dan air daur ulang limbah. Sebagian besar air digunakan untuk keperluan produksi dan pengolahan mineral, sementara sisanya untuk keperluan penunjang operasional lainnya.

ANTAM's water source comes from surface water, ground water, sediment pond water and wastewater recycling. Most of the water is used for mineral production and processing, while the rest is for other operational support purposes.

Pada praktiknya, ANTAM memastikan terselenggaranya implementasi pengelolaan air yang jelas dan terencana di masing-masing unit bisnis, termasuk kepatuhan oleh seluruh kontraktor usaha terhadap aturan pengelolaan air ANTAM.

In practice, ANTAM ensures the implementation of clear and planned water management in each business unit, including compliance by all business contractors towards ANTAM water management regulation.



Terus Konsisten Menjaga Kualitas dan Kuantitas Air [103-1][103-2][103-3] Consistently Maintaining Water Quality and Quantity [103-1][103-2][103-3]

Konsistensi berbagai program pengelolaan air di ANTAM bertujuan untuk menjaga kuantitas dan kualitas air, baik untuk keberlanjutan operasional maupun untuk kondisi air lingkungan sekitar. Hal ini dilakukan dengan prinsip 3R (*Reduce, Reuse, Recycle*). Berikut ini beberapa program dan inisiatif pengelolaan air yang telah konsisten dilaksanakan ANTAM:

REUSE:

ANTAM memanfaatkan kembali air hujan dan air kolam sedimen untuk kegiatan produksi, sehingga mampu mengurangi beban air tanah dan air sungai.

RECYCLE:

Memanfaatkan air eks-proses untuk digunakan kembali ke proses (resirkulasi)

MENJAGA AIR TANAH

ANTAM menjaga kuantitas dan kualitas air tanah dengan pembuatan biopori, *sump* dan sumur resapan

MEMASTIKAN FASILITAS WATER TREATMENT PLANT (WTP) YANG OPTIMAL

ANTAM terus memastikan efektivitas fasilitas *Water Treatment Plant (WTP)* melalui perbaikan dan perawatan rutin.

The consistency of various water management programs in ANTAM aims to maintain the quantity and quality of water, both for operational sustainability and for environmental water conditions. This is done with the 3R principle (*Reduce, Reuse, Recycle*). Here are some programs and water management initiatives that have been consistently implemented in ANTAM:

REUSE:

ANTAM reuses rainwater and sediment pond water for production activities, therefore reducing the weight of ground water and river water.

RECYCLE:

Utilize ex-processed water to be reused for process (recirculation).

MAINTAINING GROUND WATER

ANTAM maintains the quantity and quality of groundwater by making biopori, *sump* and infiltration

ENSURING OPTIMAL WATER TREATMENT PLANT (WTP) FACILITIES

ANTAM continues to ensure the effectiveness of the *Water Treatment Plant (WTP)* facility through regular maintenance and repair.

KONSUMSI AIR [303-1]

ANTAM mengkonsumsi air permukaan, air tanah, air kolam pengendapan dan air PAM untuk keperluan produksi dan domestik. Sepanjang tahun 2017, total penggunaan air dari sumber tersebut tercatat sebesar 9,15 juta m³. Angka tersebut relatif sama dengan realisasi tahun 2016, meskipun terdapat sejumlah kenaikan dan penurunan penggunaan air di unit bisnis ANTAM.

WATER CONSUMPTION [303-1]

ANTAM uses surface water, ground water, sediment pond water, and stated supplier water as our main water sources for production and domestic usage. Throughout 2017, our total water consumption from those sources was recorded at 9.15 million m³. This number is relatively similar with last year's water consumption despite any increase or decrease in water usage across our business units.

Penurunan penggunaan air permukaan secara signifikan terjadi di UBP Nikel Sulawesi Tenggara dikarenakan adanya perbaikan *Roof Furnace F3* di awal tahun 2017 sehingga unit tersebut tidak beroperasi sekitar 3 bulan. Sedangkan kenaikan penggunaan air kolam pengendapan terjadi di

A significant water consumption reduction was recorded at Southeast Sulawesi Nickel Mining Business Unit due to *Roof Furnace F3* maintenance which was started at the beginning of 2017 which was resulted to a 3-month halt of the unit. Meanwhile, there was an increase in water usage sourced

UBP Bauksit yang disebabkan oleh naiknya produksi bauksit sejalan dengan dimulainya kembali penjualan ekspor bijih bauksit terucuri setelah adanya rekomendasi ekspor mineral dari KESDM.

from sediment pond at Bauxite Mining Business Unit which was driven by the increase of bauxite production in line with the re-instatement of washed bauxite ore export sales activities as stipulated by mineral export recommendation from the Ministry of Energy and Mineral Resources of the Republic of Indonesia.

Perusahaan juga menggunakan air olahan (air daur ulang) untuk keperluan proses operasi sebagai upaya untuk mengurangi penggunaan air permukaan dan air baku. Penggunaan air yang didaur ulang pada tahun 2017 tercatat sebesar 14,4 juta m³ atau mengalami kenaikan dibandingkan 2016 yang tercatat sebesar 10,3 juta m³. Sesuai dengan keterangan sebelumnya, peningkatan signifikan terjadi di UBPP Logam Mulia karena untuk proses *leaching* klorida telah memaksimalkan proses evaporasi sehingga volume air limbah yang masuk ke IPAL volumenya sangat kecil.

The Company also uses processed water (recycled water) for our operational process as part of our effort to reduce to usage of surface, ground and potable water. The total use of recycled water in 2017 was recorded at 14,4 million m³, higher than 2016 recycled water use of 10,3 juta m³. In accordance with the previous explanation, a significant water consumption reduction was recorded at Southeast Sulawesi Nickel Mining Business Unit due to Roof Furnace F3 maintenance. In order to support the maintenance activities, Southeast Sulawesi Nickel Mining Business Unit utilized 2 pumps, whereas previously only used 1 pump. At Precious Metals Processing and Refinery Business Unit re-using water from waste water installation (IPAL) and chloride leaching process during silver refinement was not possible because the process has been maximized evaporation process therefore resulting in a very insignificant volume of waste water to its IPAL.



VOLUME PENGGUNAAN AIR PER UNIT BISNIS ANTAM PADA 2017 [303-1]

ANTAM'S 2017 WATER CONSUMPTION VOLUME BASED ON BUSINESS UNIT [303-1]

Sumber Air yang Ditarik/Diambil Water Sources	Tujuan Penggunaan Air Water Usage Purposes	Total Volume yang Ditarik/Diambil (ribu m ³) Total Volume (thousand m ³)		
		2015 Volume	2016 Volume	2017 Volume
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit				
Air Permukaan Surface Water	Produksi Production	5,796	8,368	8,087
UBP Emas Gold Mining Business Unit				
Air Tanah Ground Water	Domestik Domestic	18,24	14,07	13,97
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit				
Air Sediment Pond Water from sediment ponds	Produksi Production	-	2,92	2,92
Air Permukaan Surface Water	Domestik Domestic	23,07	54,18	63,65
UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit				
Air Tanah Ground Water	Domestik & Produksi Domestic & Production	0,75	0,37	0,49
Air PAM Supplied Water	Domestik & Produksi Domestic & Production	16,59	11,26	18,20
UBP Bauksit Bauxite Mining Business Unit				
Air Sediment Pond Water from sediment ponds	Proses pencucian bauksit	192,99	674,99*	991
Air Tanah Ground Water	Domestik Domestic	5,48	5,83	6,39
Total		6.053,12	9.131,52	9.154,51

Catatan: * Volume penggunaan air permukaan di UBPP Logam Mulia pada tahun 2016 adalah *re-statement* dari laporan sebelumnya. Perubahan terhadap total volume ini didorong oleh perbaikan pada metode pengumpulan dan pengukuran data.
Notes: * The volume of surface water usage of UBPP Logam Mulia in 2016 is a *re-statement* from the previous report. An increase in its total is due to improvement of measurement and data gathering method.



VOLUME DAN PENGGUNAAN AIR HASIL DAUR ULANG [303-3]

VOLUME AND USE OF RECYCLED WATER [303-3]

Unit Bisnis dan Sumber Air Business Unit and Water Source	Tujuan Resirkulasi Recirculation Usage	Volume (ribu thousand m ³)		
		2015	2016	2017
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit				
Checkdam Bea Cukai	Operasional pabrik dan proses pendinginan <i>slag</i> Plant operation and slag cooling process	3.767	6.324	10.489
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit				
Checkdam AT 01 Pakal		N/A	2,92	2,92
UBP Emas Gold Mining Business Unit				
	Air bahan baku pabrik Raw water for production plant	1.481,71	1.441,62	1.376,66
Instalasi Pengolahan Air Limbah (IPAL) Tambang Mining Waste Water Treatment Instalation (IPAL)	Air <i>backfilling</i> Backfilling water	166,79	161,18	161,41
	Air pengeboran tambang Mine drilling water	1.228,46	430,52	370,64
Air <i>backfilling</i> Backfilling water	Air <i>backfilling</i> Backfilling water	717,30	726,30	692,10
UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit				
Instalasi Pengolahan Air Limbah (IPAL) & Pemurnian Perak Waste Water Treatment Instalation (IPAL) and Silver Refinement Process	Proses <i>leaching</i> klorida Chloride leaching process	0,106	N/A	N/A
<i>Spent Electrolyte</i> Pemurnian Perak Silver Refinement <i>Spent Electrolyte</i> process	Proses <i>electrorefining</i> perak Silver electrorefining process	0,00851	0	0,0820
Mineral <i>dressing</i>	proses mineral <i>dressing</i> kembali	0	0,337	0
UBP Bauksit Bauxite Mining Business Unit				
<i>Washing Plant</i>	Proses pencucian bijih bauksit Bauxite ore washing process	1.737	1.217,73	1.353,03
Jumlah Total		9.098,37	10.304,61	14.445,85

PENGGUNAAN AIR DAUR ULANG DAN TOTAL KONSUMSI AIR [303-3]

RECYCLED WATER USAGE AND TOTAL WATER CONSUMPTION [303-3]

Sumber Air Water Sources	2015		2016		2017	
	Volume (ribu thousand m ³)	%	Volume (ribu thousand m ³)	%	Volume (ribu thousand m ³)	%
Air Permukaan Surface Water	6.012,06	39,68	9.097,17	46,81	9.141,65	38,69
Air Tanah Ground Water	24,47	0,16	20,27	0,10	20,85	0,09
PAM Supplied Water	16,59	1,09	11,26	0,06	18,20	0,08
Air <i>Sediment Pond</i> Sediment Pond Water	-	-	2,92	0,01	2,92	0,01
Air Daur Ulang Recycled Water	9.098,37	60,05	10.304,61	53,02	14.445,85	61,13
Total Konsumsi Air Total Water Consumption	15.151,49	100	19.436,23	100	23.629,47	100



Daur Ulang Air untuk Memenuhi Kebutuhan Domestik Karyawan ANTAM Recycling Water to Supply Our Employees and Domestic Needs

Kebutuhan air untuk keperluan domestik karyawan ANTAM, khususnya di UBP Emas tidak membebani air baku. Hal ini berhasil dicapai berkat upaya-upaya daur ulang air limbah yang terus digalakkan, termasuk melakukan berbagai pelatihan kepada petugas serta *refresh training* kepada para karyawan.

Pada 2017, UBP Emas berhasil mencapai efisiensi produksi air olahan, yaitu sebesar 1,3 juta m³, atau turun 4,51% dibandingkan tahun sebelumnya. Melalui proses-proses di IPAL dan *Advanced Water Treatment Plant*, air olahan yang dihasilkan kini sudah dapat menunjang sebagian kegiatan produksi dan domestik.

Water for our employees domestic needs, especially at Gold Mining Business Unit is no more sourced from potable water. This is actualize thanks to the increasing and consistent effort in waste water recycle program, including in rolling out various trainings as well as refresh trainings to staff and our employees.

In 2017, Gold Mining Business Unit has managed to reached efficiency of its processed water production process ar 1.3 million m³, a reduction of 4.51% compare to the previous year. Through various processes in waste water installation treatment plant (IPAL) and Advanced Water Treatment Plant, recycled water is now the main water source supporting our production and domestic needs.

EMISI [103-1] [103-2] [103-3]

ANTAM menyadari bahwa kegiatan operasional berpotensi menghasilkan berbagai jenis emisi, termasuk emisi CO₂, emisi Bahan Perusak Ozon (BPO) dan emisi lainnya yang dapat menimbulkan dampak negatif efek rumah kaca dan kerusakan lapisan ozon. Untuk itu ANTAM berkomitmen menekan dampak tersebut melalui serangkaian inovasi dan upaya. Perusahaan memiliki kebijakan penurunan emisi GRK dan konvensional, identifikasi sumber emisi, beban emisi, data aktivitas faktor emisi, faktor oksidasi dan konversi di setiap unit bisnis.

Di UBP Emas, Perusahaan berupaya menurunkan capaian intensitas emisi per kilogram *bullion* tahun sebelumnya sebesar 3%; Meningkatkan capaian rasio penurunan emisi dari pencapaian kinerja penurunan emisi tahun sebelumnya sebesar 5%; Menerapkan teknologi tepat guna dan ramah lingkungan untuk mendukung program Pengendalian emisi Gas Rumah Kaca (GRK) dan Konvensional terutama untuk parameter partikel, opasitas, NO₂, SO₂, NH₃, H₂S, HCl, HF, Cl₂, Hg, As, Sb, Cd, Zn, dan Pb. Sementara itu, UBPP Logam Mulia memiliki dua target pencapaian terkait emisi, yakni menerapkan teknologi tepat guna dan ramah lingkungan untuk mendukung program Pengendalian emisi Gas Rumah Kaca (GRK) dan emisi konvensional 0,1 ton untuk SO_x, NO_x, dan Partikel; serta mengurangi pencemar gas rumah kaca 100 ton CO₂ eq per tahun.

Di ANTAM, emisi dihasilkan dari berbagai aktivitas di antaranya adalah kegiatan penambangan dan pengolahan mineral dan kegiatan penggunaan energi, baik oleh Perusahaan maupun kontraktor di wilayah operasi ANTAM.

EMISSION [103-1] [103-2] [103-3]

ANTAM realizes that the operational activities have the potential to generate various types of emissions, including CO₂ emissions, emissions of Ozone Depleting Substances (BPO) and other emissions that could adversely affect the greenhouse effect and ozone layer damage. To that end, ANTAM is committed to suppress the impact through a series of innovations and efforts. The Company has identifications of emission sources, emission loads, emission factor activity data, oxidation and conversion factors in each business unit.

At Gold Mining Business Unit, the Company is striving to achieve several targets: Reducing emission intensity ratio per kilogram *bullion* of 3% from the previous year; Improving emission reduction ratio from the previous year of 5%; Implement the effective and eco-friendly technology to support Green House Gas and conventional gas emission control programs, especially for particle parameters, opacity, NO₂, SO₂, NH₃, H₂S, HCl, HF, Cl₂, Hg, As, Sb, Cd, Zn, and Pb. Meanwhile, Precious Metals Processing and Refinery Business Unit has two targets related to emission, namely: implementing effective and eco-friendly technology to support Green House Gas and conventional gas emission control programs amounted to 0.1 ton for SO_x, NO_x, and Particles; and reducing Green House Gas emission as much as 100 ton CO₂ eq annually.

At ANTAM, emissions are generated from a variety of activities including mining activities and mineral processing and energy use activities, both by the Company and contractors in the ANTAM operating area.



Selain itu, proses pembukaan dan pemanfaatan lahan juga dapat berdampak terhadap upaya pengendalian emisi Gas Rumah Kaca (GRK). Oleh karena itu ANTAM berupaya mengembalikan fungsi lahan sehingga mampu menyerap CO₂ sehingga mengurangi emisi GRK. Dalam kegiatan penambangan, emisi dihasilkan dari penggunaan alat angkut dan alat berat pertambangan. Sementara itu, kegiatan pengolahan mineral logam umumnya melibatkan proses kimia yang dapat menghasilkan emisi langsung.

Seluruh kegiatan pengendalian emisi ANTAM dilakukan selaras dengan aturan pemerintah, yaitu Perpres No. 61/2011 tentang rencana aksi penurunan Gas Rumah Kaca (GRK) dan Perpres No. 71/2011 tentang Pencatatan Inventarisasi GRK Nasional.

In addition, the process of opening and utilizing the land can also add an impact on efforts to control greenhouse gas (GHG) emissions. Therefore ANTAM seeks to restore the function of land so that it can absorb CO₂, thus reducing GHG emissions. In mining activities, emissions are generated from the operation of mining equipment and heavy equipment. Meanwhile, metal mineral processing activities generally involve chemical processes that produce direct emissions.

All ANTAM emissions control activities are conducted in line with government regulations, namely Presidential Regulation no. 61/2011 on the action plan for reducing Green House Gas (GHG) and Presidential Regulation (Perpres) no. 71/2011 on National GHG Inventory Record.

EMISSION IN FOCUS

Pengendalian dan pengurangan emisi di ANTAM berfokus pada area-area penghasil emisi terbesar dalam operasional kami, yakni: ANTAM's emissions reductions and control focus on the largest emission areas in our operations which are:



Kendaraan dan Alat Berat

Upaya penurunan emisi dilakukan, termasuk melalui penghematan pemakaian BBM, pemeliharaan rutin kendaraan dan alat berat pertambangan, dan uji emisi berkala guna mengurangi emisi berkala.

Vehicles and Heavy Equipment

Emission reduction efforts are made, including through savings on fuel consumption, routine maintenance of vehicles and heavy equipment mining, and periodic emission testing to reduce periodic emissions.



Penggunaan Energi Listrik

ANTAM juga melakukan efisiensi penggunaan energi listrik, baik itu untuk kegiatan produksi maupun pendukung yakni: pengaturan suhu ruangan; penggunaan lampu hemat energi; dan memastikan peralatan kantor dimatikan saat tidak digunakan.

Use of Electrical Energy

ANTAM also make efficient use of electrical energy, both for production and supporting activities, namely: room temperature setting; use of energy-saving lamps; and make sure the office equipment is turned off when not in use.



Proses Produksi dan Operasional

Peningkatan efisiensi selama proses produksi dan pengolahan dilakukan melalui modernisasi proses pemurnian perak dengan teknologi *High Speed Silver Electrorefining* (HSSE).

Di samping itu, ANTAM mengganti penggunaan freon pada fasilitas pendingin udara dengan jenis R417A (HFC) yang lebih ramah lingkungan.

Operational and Production Processes

Improved efficiency during production and processing is done through Modernization of silver purification process using High Speed Silver Electrorefining (HSSE) technology.

In addition, ANTAM replaces Freon's use with a more environmentally friendly R417A (HFC) air conditioner facility.

Profil Emisi ANTAM 2017 ^[305-1]_[305-2]

ANTAM's Emission Profile 2017 ^[305-1]_[305-2]

TOTAL EMISI ANTAM PER UNIT BISNIS BERDASARKAN CAKUPAN SUMBER ENERGI YANG DIGUNAKAN TAHUN 2017 ^[305-1]_[305-2]

ANTAM'S 2017 TOTAL EMISSION BASED ON BUSINESS UNITS AND ENERGY SCOPE ^[305-1]_[305-1]

UNIT BISNIS Business Unit	CAKUPAN EMISI Emission Scope	2015 TonCO ₂ eq	2016 TonCO ₂ eq	2017 TonCO ₂ eq
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	Cakupan-1 Scope-1	138.466	786.999	1.041.626
	Cakupan-2 Scope-2	451.487	140.980	-
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	Cakupan-1 Scope-1	-	-	105,48
	Cakupan-2 Scope-2	-	-	-
UBP Emas* Gold Mining Business Unit	Cakupan-1 Scope-1	5.684	5.093	4.569
	Cakupan-2 Scope-2	55.191	56.451	54.942
UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit	Cakupan-1 Scope-1	-	-	-
	Cakupan-2 Scope-2	9.539	2.290	2.512
UBP Bauxit Bauxite Mining Business Unit	Cakupan-1 Scope-1	-	-	-
	Cakupan-2 Scope-2	1.044	3.148	59.003
TOTAL		661.411	994.961	1.162.758

*Angka perhitungan emisi adalah *re-statement* dari periode sebelumnya yang didorong oleh pemantauan pengukuran emisi yang lebih komprehensif.

* Total emission result is a re-statement from the previous reporting period which was a result of a more comprehensive emission monitoring method.



INTENSITAS EMISI GRK ANTAM PER UNIT BISNIS TAHUN 2017 [305-4]

ANTAM GRK EMISSION INTENSITY ON BUSINESS UNITS 2017 [305-4]

UNIT BISNIS ***** Business Unit		Satuan Unit	2015	2016	2017
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	Total Emisi Total Emissions	TonCO ₂ eq	589.953	927.979	1.041.626
	Total Produksi Total Production	TNi	17.211	20.293	21.762
	Intensitas Emisi Emissions Intensity	TonCO ₂ eq/ WMT	34,28	45,73	47,86
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit ****	Total Emisi Total Emissions	TonCO ₂ eq	-	-	105,48
	Total Produksi Total Production	WMT	-	-	2.032.000
	Intensitas Emisi Emissions Intensity	TonCO ₂ eq/WMT	-	-	0,000052
UBP Emas Gold Mining Business Unit*	Total Emisi Total Emissions	TonCO ₂ eq	60.875	61.544	59.511
	Total Produksi Total Production	Dore Kg	14.427	12.877	11.887
	Intensitas Emisi Emissions Intensity	TonCO ₂ eq/Dore Kg	4,22	4,78	5,01
UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit	Total Emisi Total Emissions	TonCO ₂ eq	9.539	2.290	2.512
	Total Produksi Total Production	Kg	212.653	216.384	230.239
	Intensitas Emisi Emissions Intensity	TonCO ₂ eq/Kg	0,045	0,011	0,011
UBP Bauksit Bauxite Mining Business Unit	Total Emisi Total Emissions	TonCO ₂ eq	1.044	3.148	59.003
	Total Produksi Total Production	WMT	201.517	241.202	648.431
	Intensitas Emisi Emissions Intensity	TonCO ₂ eq/WMT	0,005	0,013	0,091

Catatan:

- * Emisi GRK dihitung berdasarkan metode perhitungan yang dikembangkan ANTAM berdasarkan studi yang dilakukan di masing-masing unit. Perhitungan emisi GRK menggunakan metode Intergovernmental Panel on Climate Change (IPCC) Guidelines yang dikeluarkan oleh United Nations Environment Programme (UNEP) 2006, GHG Protocol for Corporate Accounting (WBCSD/WRI) dan ISO 14064.
- ** Cakupan-1: emisi bruto GRK langsung dari operasional yang dimiliki atau dikendalikan oleh organisasi (termasuk penambangan, pemakaian energi, pengolahan limbah, dan proses kimia) dari Unit Bisnis ANTAM yang termasuk dalam batasan laporan ini.
- *** Cakupan-2: emisi GRK tidak langsung dari pemakaian energi yang dibeli dari luar (PLN) Unit Bisnis ANTAM yang termasuk dalam batasan laporan ini.
- **** UBP Nikel Maluku Utara baru menyajikan penghitungan emisi di tahun 2017.
- ***** Perhitungan intensitas emisi hanya mencakup emisi Cakupan I dan Cakupan II. Cakupan III tidak termasuk dalam perhitungan.

Note:

- * GHG Emission is calculated based on the calculation developed by ANTAM using research conducted in each unit. The GHG emission calculation applies the method used by Intergovernmental Panel on Climate-Change (IPCC) Guidelines developed by the United Nations Environment Programme (UNEP) 2006, GHG Protocol for Corporate Accounting (WBCSD/WRI) an ISO 14064.
- ** Scope 1: gross GHG emission directly from the operational that are owned or controlled by the organization (including mining, energy consumption, waste management and chemical processes)
- *** Scope 2: indirect GHG emission from energy consumption purchased from other sources (PLN)
- **** North Maluku Nickel Mining Business Unit emission data calculation started in 2017
- ***** Emission intensity calculation covered Scope-1 and Scope-2 emission scope. Scope-3 is not included in the calculation.

Selain emisi GRK, kami juga melakukan pemantauan terhadap emisi Nitrogen Dioksida (NO₂), Sulfur Dioksida (SO₂), dan partikulat lain yang dihasilkan. Berikut ini adalah volume emisi Gas Konvensional (Non-GRK) per unit bisnis.

In addition to GHG emissions, we also monitor the emissions of Nitrogen Dioxide (NO₂), Sulfur Dioxide (SO₂), and other particulates produced. The following is the volume of Conventional (Non-GHG) emissions per business unit.

HASIL PENGUKURAN EMISI NO₂ DAN SO₂ SERTA PARTIKULAT LAIN [305-7] NO₂, SO₂ AND OTHER PARTICULATE EMISSION MONITORING RESULTS [305-7]

Unit Bisnis Business Unit	Satuan Unit	Pengukuran Nilai Tertinggi Highest Measurement Result											
		Nitrogen Dioksida				Sulfur Dioksida				Partikulat Total			
		NO ₂				SO ₂				Total Particulate			
		Baku Mutu Standard	2015	2016	2017	Baku Mutu Standard	2015	2016	2017	Baku Mutu Standard	2015	2016	2017
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	mg/m ³	1.000	977,8	952,4	977,7	800	536	617,4	334,5	250	235,67	227	153,2
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	mg/m ³	1.000	87	120	67	800	3	1	1	350	2	13	18
UBP Emas Gold Mining Business Unit	mg/m ³	1.000	118	144	559,47	800	32	10,6	430	350	83,3	138,71	67,42
UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit	mg/m ³	1.000	904	868	135	800	126	74	9	350	34	37	46
UBP Bauxit Bauxite Mining Business Unit	mg/m ³	1.000	815	45	78	800	-	60	47	350	-	90	32

- * Spesifik sesuai dengan Peraturan Menteri Lingkungan Hidup No. 4 Tahun 2014 tentang Baku Mutu Emisi Sumber Tidak Bergerak Kegiatan Pertambangan.
- * Hasil uji tertinggi didapat dari hasil pengukuran emisi Cakupan-1 dan Cakupan-2. Cakupan-3 tidak termasuk dalam perhitungan.
- * Specific standard in accordance to The Ministry of Environment Regulation No. 4 Year 2014 regarding Emission Quality Standard for Static Source in Mining Activities.
- * Highest testing result from emission monitoring of Scope 1 and Scope 2. Scope 3 emission is not included in the calculation.

REDUKSI EMISI GRK

ANTAM berkomitmen untuk terus konsisten mengendalikan dan mereduksi emisi Gas Rumah Kaca (GRK), baik melalui berbagai inovasi dan *re-engineering* proses produksi, menerapkan teknologi-teknologi terbaru yang lebih ramah lingkungan, melakukan pemantauan emisi secara rutin, maupun dengan memaksimalkan kemampuan alami vegetasi untuk menyerap karbon dari atmosfer.

GHG EMISSION REDUCTION

ANTAM is committed to consistently controlling and reducing Greenhouse Gas (GHG) emissions, both through innovation and reengineering of production processes, implementing new technologies that are more environmentally friendly, routinely monitoring emissions, or by maximizing the natural ability of plants to absorb carbon from the atmosphere.



REDUKSI EMISI GRK MELALUI INOVASI [305-5] INNOVATION-BASED GHG EMISSION REDUCTION [305-5]

Memahami bahwa emisi GRK erat kaitannya dengan pemanasan global dan perubahan iklim, ANTAM terus berupaya mengendalikan dan mereduksi emisi GRK yang dihasilkan oleh kegiatan operasional. Berbagai inovasi dan *monitoring* terus dilakukan di seluruh unit bisnis ANTAM untuk mencapai dan menjaga emisi GRK yang optimum. Berikut ini sejumlah pencapaian dan inovasi kami sepanjang tahun 2017.

3.000 KgCO₂ eq

Adalah reduksi Emisi GRK yang berhasil dicapai berkat inovasi UBPP Logam Mulia melalui efisiensi waktu operasi mesin *annealing* baik mesin besar (25KwH), maupun mesin kecil (7KwH) dari sebelumnya 14 jam menjadi 7 jam.

16,5%

Rasio reduksi emisi GRK yang berhasil dicapai oleh UBP Emas pada tahun 2017 yang didorong oleh berbagai inovasi, salah satunya adalah modifikasi Power House Stack untuk menurunkan emisi konvensional NO_x menjadi hingga lebih dari 50% di bawah BME

Understanding that GHG emissions are closely related to global warming and climate change, ANTAM continues to control and reduce GHG emissions generated by operational activities. Various innovations and monitoring are continuously conducted throughout ANTAM's business units to achieve and maintain optimum GHG emissions. Here are some of our achievements and innovations throughout 2017.

3,000 KgCO₂ eq

The number of GHG emissions reduction achieved thanks to the innovation of Precious Metals Processing and Refinery Business Unit through the operational time efficiency of annealing machine, both the big machine (25KwH), and small machine (7KwH) from 14 hours to 7 hours

16.5%

The GHG emission reduction ratio achieved by Gold Mining Business Unit in 2017 was driven by innovations, one of which is Power House Stack modification to reduce conventional NO_x emissions to more than 50% below BME.

Dari Alam Kembali ke Alam: Memaksimalkan Potensi Penyerapan Karbon oleh Vegetasi [305-5] From Nature to Nature: Maximizing Carbon Absorption Potential Through Vegetation [305-5]

Dalam rangka memaksimalkan fungsi alami vegetasi untuk karbon dioksida melalui siklus fotosintesis, ANTAM mengintegrasikan program penanaman pohon sebagai upaya penyerapan karbon dioksida dari atmosfer. Selain penyerapan karbon, vegetasi juga memiliki banyak manfaat bagi kelestarian lingkungan, diantaranya adalah penyerapan air oleh tanah dan manfaat kesehatan bagi manusia yang tinggal di sekitarnya.

720.279 pohon

dari berbagai spesies termasuk endemik telah ditanam. ANTAM senantiasa konsisten melaksanakan program revegetasi baik di area operasional maupun di lokasi pascatambang.

In order to maximize the natural function of vegetation for processing carbon dioxide through the photosynthesis cycle, ANTAM integrates tree planting programs as an effort to absorb carbon dioxide from the atmosphere. In addition to carbon absorption, vegetation also has many benefits for environmental sustainability, such as the absorption of water by soil and health benefits for humans living in its surrounding.

720,279 trees

has been planted from various species, including endemic species. ANTAM consistently conducts revegetation programs both in the Company's operational areas and in post-mining locations.

METODE PENDUGAAN SERAPAN KARBON CARBON ABSORPTION ESTIMATION METHOD

Bertujuan untuk menghasilkan perhitungan yang lebih akurat untuk potensi serapan karbon oleh vegetasi, ANTAM bekerja sama dengan Institut Pertanian Bogor (IPB) mengembangkan metode perhitungan serapan CO₂ oleh vegetasi. Pendugaan serapan karbon dilakukan dengan metode *systematic plot sampling with random start* dan validasi hasil sampling secara statistik dengan langkah-langkah sebagai berikut:

1. Menentukan lokasi Petak Ukur Permanen (PUP)
2. Menentukan intensitas sampling sesuai luas areal revegetasi
3. Memasang patok di tiap sudut dan batas plot
4. Mencatat posisi geografis titik A₁ (penentuan secara acak dengan memperhatikan keragaman)
5. Memberi nomor pohon
6. Membuat peta pohon
7. Mempersiapkan *tally sheet* untuk pencatatan Identitas PUP dan *Plot* (Luas, koordinat, tahun tanam, tanggal risalah dan perisalah); Nomor pohon; Jenis tanaman; Diameter tegakan (D); Tinggi tegakan (T)
8. Memasang label di pohon sesuai hasil inventarisasi
9. Memasang papan penanda
10. Pengulangan langkah untuk plot-plot berikutnya
11. Perhitungan volume tegakan pada tabel inventarisasi dari data diameter dan tinggi tegakan
12. Perhitungan berat/biomassa pohon dari data volume dan berat jenis (dari referensi)
13. Perhitungan *carbon stock* (C) dengan perbandingan berat molekul terhadap biomassa
14. Perhitungan serapan CO₂ dengan perbandingan berat molekul CO₂ terhadap *carbon stock*
15. Melakukan validasi hasil sampling secara statistik

Keragaman potensi serapan CO₂ sangat tergantung pada jenis dan umur tanaman, jumlah tanaman per satuan luas, dan kualitas tempat tumbuh dari areal revegetasi. Melalui metode pendugaan serapan karbon yang dikembangkan bersama dengan IPB tersebut, ANTAM mencatat serapan GRK di tahun 2017 sebesar 2.293,44 tonCO₂ eq.

Aiming to produce more accurate calculations for potential carbon uptake by vegetation, in 2017 ANTAM worked with the Bogor Agricultural Institute (IPB) to develop a method of calculating CO₂ uptake by vegetation. The estimation of carbon uptake was done by systematic plot sampling with random start method and validation of the sampling result statistically with the following steps:

1. Determine the Permanent Calculation Plot (PUP)
2. Determine sampling intensity according to revegetation size area
3. Marking in every corner and plot perimeter
4. Record A₁ geographical position (randomly determine considering variation)
5. Numbering tree
6. Mapping tree
7. Preparing tally sheet for recording: PUP and Plot identity (size, coordinate, planting year, historical date and recorder) Tree number, Tree type, Tree Diameter (D) Tree Height (T)
8. Tree labeling according to inventory result
9. Putting signpost
10. Repeat the steps for next plot
11. Calculation of trees volume in inventory table from diameter and height
12. Calculation of weigh/biomass from volume data and specific mass (of reference)
13. Calculation of carbon stock (C) by comparing molecule weight to biomass
14. Calculation of CO₂ absorption by comparing CO₂ weight to carbon stock
15. Statistical sampling validation

The diversity of CO₂ absorption potential depends greatly on the type and age of the plant, the number of plants per unit area, and the quality of the growing place from the revegetation area. Through the carbon sequestration estimation method developed together with the IPB, ANTAM recorded the absorption of GHG in 2017 of 2,293.44 tonCO₂ eq.



720.279

pohon telah ditanam di berbagai area operasional ANTAM hingga akhir tahun 2017.

has been planted in ANTAM's operational areas by the end of 2017.



Tanaman Endemik
Native plants

Puspa, Rasamala, Kisuren, Ganitri, Kayu Kuku dan Bitti adalah beberapa jenis dari tanaman asli (endemik) yang ditanam di area-area operasional ANTAM.

Puspa, Rasamala, Kisuren, Ganitri, Kayu Kuku dan Bitti are several types of native plants (endemik) grown in ANTAM's operational areas.



7.373,49 ton CO₂ eq

total serapan CO₂ hasil kegiatan revegetasi ANTAM selama tiga tahun terakhir, yakni: 884,5 ton CO₂ eq pada tahun 2015; 4.195,50 ton CO₂ eq pada tahun 2016; dan 2.293,44 ton CO₂ eq pada tahun 2017.

total CO₂ absorption resulting from ANTAM revegetation activity during the last three years, namely: 884.5 ton CO₂ eq in 2015; 4,195.50 ton CO₂ eq in 2016; and 2,293.44 ton CO₂ eq in 2017.

POTENSI SERAPAN KARBON DARI KEGIATAN REVEGETASI BERDASARKAN UNIT BISNIS [305-5]
CARBON ABSORPTION POTENTIAL FROM REVEGETATION ACTIVITIES BASED ON BUSINESS UNIT [305-5]

Unit Bisnis Business Unit	Luas Area Revegetasi Revegetation Area (Ha)			Jumlah Sample Plot Total Sample Plot (Unit)			Rata-rata Serapan CO ₂ Average CO ₂ Absorption (Ton/Ha)			Total Serapan CO ₂ Total CO ₂ Absorption (TonCO ₂ eq.)		
	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017
	UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	32,19	29,21	22,19	84	73	55	147,32	119,78	41,25	685,46	682,6
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	4	4	6,35	9	13	17	74,48	159,27	54,59	148,97	2.070,51	928,03
UBP Emas Gold Mining Business Unit	1,12	3,11	3,39	42	30	35	16,71	237,64	255,22	50,12	1.045,7	1123,9
UBP Bauxit Bauxite Mining Business Unit	7,24	3,95	7,37	-	4	6	-	100,43	112,51	-	396,7	450,04
Total	44,55	40,27	39,3	0	120	78	0	617,12	208,35	884,55	4.195,50	2.293,44



LIMBAH

Aktivitas operasi ANTAM menghasilkan limbah padat dan cair baik yang bersifat Bahan Berbahaya dan Beracun (B3) maupun non-B3. Sebagai Perusahaan yang mengedepankan praktik-praktik pertambangan yang baik, ANTAM mengelola limbah secara terintegrasi sesuai dengan standar nasional dan internasional dan berupaya memenuhi ketentuan yang berlaku.

Di UBP Emas, ANTAM berupaya melakukan pengurangan limbah B3 yang dihasilkan dari kegiatan operasi penambangan dan pengolahan bijih emas serta kegiatan pendukungnya sebesar 25%; Melakukan program 3R (*Reduce, Reuse, Recycle*) limbah B3 yang dihasilkan dari kegiatan operasi penambangan dan pengolahan bijih emas sebesar 5% dibandingkan dengan total limbah; Memberikan kontribusi kepada masyarakat dengan menyalurkan bahan material konstruksi hasil pemanfaatan limbah *tailing* sebesar 5% dari total produksi. Untuk limbah non-B3, Perusahaan berupaya meningkatkan kinerja pengelolaan limbah padat non-B3 dari basis tahun sebelumnya sebesar minimal 10%.

Di UBPP Logam Mulia, kami berupaya melakukan pengurangan limbah B3 yang dihasilkan dari kegiatan operasi penambangan dan pengolahan bijih emas serta kegiatan pendukungnya sebesar 20 ton/tahun. Terkait dengan target tersebut, di UBPP Logam Mulia, ANTAM melakukan program 3R (*Reduce, Reuse, Recycle*) limbah B3 yang dihasilkan dari kegiatan operasi penambangan dan pengolahan bijih emas sebesar 500 kg dibandingkan dengan total limbah, serta memberikan kontribusi kepada masyarakat dengan menyalurkan bahan material konstruksi hasil pemanfaatan limbah *tailing* sebesar 5% dari total produksi.

Terhadap limbah non-B3, standar pengelolaannya dilakukan melalui pemisahan limbah, pengomposan limbah organik, *reuse* dan *recycle*. Jika tidak dapat didaur ulang, limbah non-B3 ditempatkan ke Tempat Pembuangan Akhir (TPA). Sedangkan untuk limbah B3 dari kegiatan operasi ANTAM, bila tidak dapat dimanfaatkan kembali, akan dikirim kepada pihak ketiga yang memiliki izin agar dapat dikelola secara sesuai.

Dengan penanganan limbah sesuai ketentuan yang berlaku, menunjukkan bahwa ANTAM bertanggung jawab terhadap pelaksanaan kegiatan operasional. Sejalan dengan sebagian wilayah operasi ANTAM berdekatan dengan pemukiman masyarakat, maka Perusahaan berupaya menghasilkan limbah yang memenuhi ketentuan yang berlaku agar meminimalisir konflik sosial masyarakat yang berhubungan dengan kesehatan.

WASTE

ANTAM's operating activities produce both solid and liquid waste that are both Hazardous and Toxic (B3) or non-B3 waste. As a Company that promotes good mining practices, ANTAM manages waste integrally in accordance with national and international standards and strives to meet the prevailing related regulations and standards.

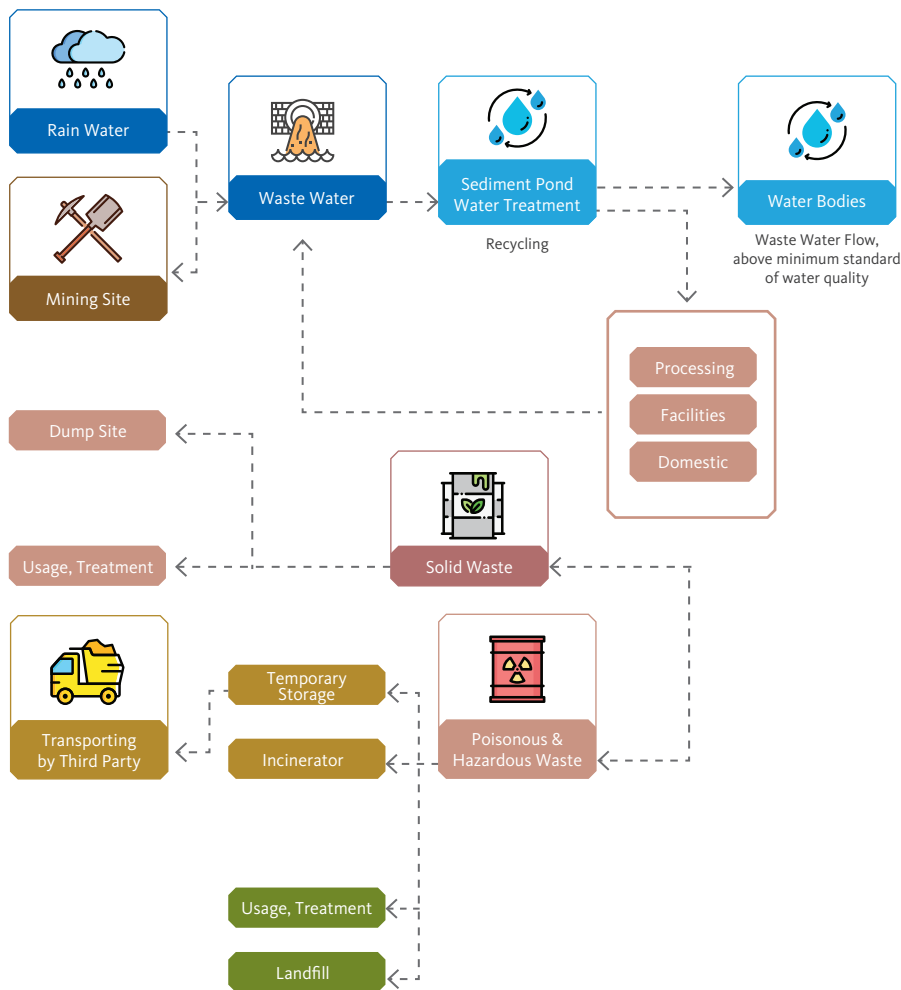
At Gold Mining Business Unit, ANTAM strives to carry out hazardous waste reduction from our mining and process of gold bullion as well as its supporting activities up to 25%. Another program focuses on 3R (*Reduce, Reuse, Recycle*) of hazardous waste resulted from mining and process of gold bullion up to 5% of the total waste. On top of that, we continue to provide contribution to the local communities through the distribution of construction materials from the utilization of tailings by 5% of total production. Regarding non-hazardous waste, the Company strives to improve our non-hazardous waste management performance from last year performance base line by at least 10%.

At Precious Metals Processing and Refinery Business Unit, we continue to strive to reduce hazardous waste from mining and process of gold bullion as well as its supporting activities by 20 ton/year. Related to that target, at UBPP Logam Mulia, ANTAM carries out 3R (*Reduce, Reuse, Recycle*) of hazardous waste from mining and process of gold bullion as many as 500 kg of the total waste produced. Moreover, we continue to provide contribution to the local communities through the distribution of construction materials from the utilization of tailings by 5% of total production.

Regarding Non B3 waste, the management standard is done through waste separation, composting of organic waste, reuse and recycle. If it can not be recycled, Non B3 waste is placed into Final Disposal (TPA). As for B3 waste from ANTAM's operations, if it can not be recycled, will be sent to third parties who have permission to be managed accordingly.

With the handling of waste in accordance with applicable provisions, this indicates that ANTAM is taking responsibility for the implementation of operational activities. In parallel to ANTAM's operating areas adjacent to community settlements, the Company aims to generate waste below the applicable regulatory threshold to minimize health-related social conflicts.

PENGLOLAAN LIMBAH B3
Sewage Treatment Management



MENGELOLA LIMBAH SECARA TERINTEGRASI
INTEGRATED WASTE MANAGEMENT

ANTAM memiliki kebijakan pengelolaan limbah untuk Bahan Berbahaya dan Beracun (B3) dan non-B3 serta menetapkan prosedur standar pengelolaan limbah berdasarkan karakteristiknya. Hal ini dilakukan agar pengelolaan limbah di seluruh unit bisnis memiliki perencanaan yang baik, sistem monitoring berkala tepat waktu serta melakukan evaluasi terus menerus. Pengelolaan limbah di ANTAM dapat dibagi menjadi:

ANTAM has a waste management policy for Hazardous and Toxic Materials and non-hazardous and establishes standard waste management procedures based on their characteristics. This is done so that waste management in all business units have good planning, timely monitoring system and continuous evaluation. Waste management in ANTAM is divided into:





EFLUEN

ANTAM berkomitmen melakukan penanganan dan pengelolaan air limbah agar selalu memenuhi baku mutu air limbah yang ditetapkan oleh peraturan sebelum mengalirkan kembali ke lingkungan. Efluen akan diproses melalui kolam penampungan dan resirkulasi, kolam pengendap, ataupun Instalasi Pengolahan Air Limbah (IPAL) di setiap unit bisnis sehingga aman bagi lingkungan.

Pemantauan dilakukan secara berkala baik oleh internal ANTAM maupun instansi eksternal yang bekerja sama dengan laboratorium terakreditasi, agar kualitas efluen yang dialirkan kembali ke lingkungan sesuai dengan standar baku mutu lingkungan.

Selain itu, ANTAM aktif melaksanakan berbagai inisiatif daur ulang air limbah sehingga mampu mengurangi pemakaian air permukaan. Diharapkan, melalui upaya-upaya ini kualitas efluen semakin baik sementara volume yang dialirkan kembali ke badan-badan air juga semakin berkurang. Hal ini dibuktikan dengan jumlah limbah cair ANTAM lebih sedikit dari tahun sebelumnya karena semakin efisiennya dalam re-use limbah sehingga mengurangi beban pencemaran.

Berikut ini berbagai upaya pengelolaan air limbah yang dilakukan di unit bisnis ANTAM dan informasi badan air penerima pembuangan efluen setelah proses pengelolaan dan pemantauan lingkungan: [306-1]

EFFLUENT

ANTAM is committed in handling and managing wastewater to consistently maintaining a value below the regulatory threshold before it flows back into the environment. The effluent will be processed through reservoirs and recirculation ponds, sediment ponds, or Waste Water Treatment Plant (IPAL) in each business unit making it safe for the environment.

Monitoring is conducted periodically either by internal ANTAM or external agencies in collaboration with accredited laboratories, so that the quality of effluent flown back to the environment is in accordance with environmental quality standards.

In addition, ANTAM is actively implementing various wastewater recycling initiatives to reduce the use of surface water. It is hoped that through these efforts the quality of the effluents improves and the volume that is flowed back to the water bodies is also reduced. This is evidenced by a lower amount of ANTAM liquid waste than the previous year due to the more efficient use of waste re-use thus reducing pollution loads.

The following wastewater management efforts are undertaken in the ANTAM business unit and the water body information of the effluent disposal destination after the management and monitoring process of quality standards supervision: [306-1]

Unit Bisnis Business Unit	Pengelolaan Air Limbah Waste Water Management	Badan Air Tujuan Pembuangan Water Body Discharge Destination
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	<ul style="list-style-type: none"> - Dua kolam penampungan dan resirkulasi yang berfungsi untuk menampung dan mengolah air limbah dari pabrik pengolahan maupun proses pendinginan slag satu kolam pengendap - Two settling and recirculation ponds which serve to collect and treat wastewater from the mill and the slag cooling process - a sedimentation pond 	Laut Ocean
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	6 (enam) kolam pengendap six sedimentation pond	Laut Ocean Sungai River
UBP Emas Gold Mining Business Unit	Dua IPAL yakni IPAL Tambang dan IPAL Cikaret untuk mengolah air limbah Two waste water treatment plant of Tambang and waste water treatment plant of Cikaret to manage the waste water	Sungai Cikaniki & Cikaret Cikaniki & Cikaret River
UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit	Satu IPAL (zero discharge) One waste water treatment (zero discharge)	
UBP Bauxit Bauxite Mining Business Unit	Satu kolam pengendap dengan 11 kompartemen untuk memaksimalkan sistem gravitasi pengendapan lumpur One sedimentation pond with 11 compartments to maximize the siltation of gravity system	Sungai Beganjing Beganjing River

VOLUME EFLUEN BERDASARKAN UNIT, JENIS, DAN METODE PEMBUANGAN [306-1] EFFLUENT VOLUME BASED ON UNIT, TYPES AND DISPOSAL METHOD [306-1]

Unit Bisnis Business Unit	Nama Outlet Outlet Name	Tujuan Pelepasan Disposal Destination	Volume Dari IPAL ke Badan Air Volume Discharged (ribu m ³)		
			2015	2016	2017
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	Kolam Pengendap Bea Cukai	Laut Ocean	5.673	7.478	4.851
	Kolam Pengendap Pakal AT-01	Laut Ocean	57,3	83,4	93,5
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	Kolam Pengendap Pakal AT-02	Laut Ocean	-	73,3	61,4
	Kolam Pengendap Pakal AT-03	Sungai River	-	7,9	8,1
	Kolam Pengendap Tj Buli AT-02	Laut Ocean	-	41,2	0,4
	Kolam Pengendap Tj Buli AT-03	Laut Ocean	-	25,5	0,4
	Kolam Pengendap Tj Buli AT-04	Laut Ocean	-	6,1	0,1
UBP Emas Gold Mining Business Unit	IPAL Tambang	Sungai Cikaniki Cikaniki River	221	113	227
	IPAL Cikaret	Sungai Cikaret Cikaret River	1.273	1.140,32	880,93
UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit	IPAL	Kali Sunter Sunter River	0,0018	0	0
UBP Bauksit Bauxite Mining Business Unit	Kolam Pengendap	Sungai Beganjing Beganjing River	145	135	0
Jumlah Total			7.369,30	9.103,72	6.122,83

TABEL HASIL PENGUKURAN KUALITAS AIR LIMBAH [306-1] TABLE OF WASTEWATER QUALITY MEASUREMENT RESULTS [306-1]

Parameter	Satuan Unit	Baku Mutu Lingkungan* Environmental Quality Standard	Hasil Tertinggi Highest Result	
			2016	2017
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit				
pH		6-9	8,6	8,98
TSS	mg/L	100	50	74
Cr ⁶⁺	mg/L	0,1	0,016	0,018
Cu	mg/L	2	0,013	0
Cd	mg/L	0,05	0,03	0,03
Zn	mg/L	5	0,022	0,022
Pb	mg/L	0,1	0,002	0,022
Ni	mg/L	0,5	0,033	0,033
Cr total	mg/L	0,5	0,091	0,095
Fe	mg/L	5	0,155	0,09
Co	mg/L	0,4	0,054	0,056



TABEL HASIL PENGUKURAN KUALITAS AIR LIMBAH [306-1]
TABLE OF WASTEWATER QUALITY MEASUREMENT RESULTS [306-1]

Parameter	Satuan Unit	Baku Mutu Lingkungan* Environmental Quality Standard	Hasil Tertinggi Highest Result	
			2016	2017
UBP Emas Gold Mining Business Unit				
pH		6-9	8,52	8,19
TSS	mg/L	200	90,1	72,2
CN	mg/L	0,5	0,2	0,46
Raksa (Hg)	mg/L	0,005	0,001	0,002
Arsen (As) Total	mg/L	0,5	0,0323	0,07
Cd	mg/L	0,1	0,0087	0,01
Seng (Zn)	mg/L	5	0,21	0,96
Tembaga (Cu)	mg/L	2	0,32	0,41
Pb	mg/L	1	0,0591	0,0591
Cr	mg/L	1	0,01	0,02
Ni	mg/L	0,5	0,0113	0,0133
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit				
pH		6-9	8,63	8,66
TSS	mg/L	200	96	25
Cr ⁶⁺	mg/L	0,1	0,015	0,021
Cu	mg/L	2	0,01	0,005
Cd	mg/L	0,05	0,0001	0,0001
Zn	mg/L	5	0,01	0,05
Pb	mg/L	0,1	0,05	0,06
Ni	mg/L	0,5	0,024	0,044
Cr total	mg/L	0,5	0,023	0,026
Fe	mg/L	5	0,32	0,22
Co	mg/L	0,4	0,001	0,001
UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit				
pH		6-9	7	Zero discharge Sehingga tidak ada keluaran ke lingkungan Zero discharge to the environment
TDS	mg/L	1.000	181	
BOD	mg/L	75	20	
COD	mg/L	100	70	
UBP Bauksit Bauxite Mining Business Unit				
pH		6-9	8,1	6,01 – 7,95
TSS	mg/L	200	19,6	65
Fe	mg/L	5	4,39	3,37
Mn	mg/L	2	<0,001	<0,001

Catatan:

* Acuan Baku Mutu:
UBP Emas, berdasarkan Kepmen LH No.202 Tahun 2004 tentang Baku Mutu Air Limbah bagi Usaha dan/Kegiatan Pertambangan Bijih Emas dan atau Tembaga UBPP Nikel Sulawesi Tenggara dan UBPP Nikel Maluku Utara, berdasarkan Permen LH No.9 tahun 2006 tentang Baku Mutu Air Limbah bagi Usaha dan/Kegiatan Pertambangan Bijih Nikel
UBP Bauksit, berdasarkan Permen LH No.34 Tahun 2009 tentang Baku Mutu Air Limbah bagi Usaha dan/Kegiatan Pertambangan Bijih Bauksit
UBPP Logam Mulia, berdasarkan Peraturan Gubernur Provinsi Daerah Khusus Ibukota Jakarta No.69 tahun 2013 tentang Baku Mutu Limbah Bagi Kegiatan dan/atau Usaha.

Note:

* Reference Standard Quality:
Gold Mining Business Unit, by: - MoEF Decree No202 Year 2004 on Wastewater Quality Standard for Business and/or Gold Ore Mining Activities and/or Copper Southeast Sulawesi Nickel Mining Business Unit and North Maluku Nickel Mining Business Unit, by: - MoEF Regulation No 9 Year 2006 on Wastewater Quality Standard for Business and/or Nickel Ore Mining Activities
Bauxite Mining Business Unit, by: - MoEF Regulation No.34 Year 2009 on Wastewater Quality Standard for Business and/or Bauxite Ore Mining Activities
Precious Metals Processing and Refinery Business Unit, by: - Regulation of the Provincial Governor of Jakarta No. 69 Year 2013 on Waste Quality Standard for Activities and/or businesses.

LIMBAH B3

Dalam melakukan pengelolaan limbah B3, ANTAM mengacu pada Peraturan Pemerintah No.101 Tahun 2014 tentang Pengelolaan Limbah Bahan Berbahaya dan Beracun. Dalam hal ini, ANTAM melakukan pengujian karakteristik limbah yang bekerja sama dengan laboratorium independen yang terakreditasi demi menghindari risiko-risiko lingkungan dan kesehatan masyarakat sekitar akibat penanganan limbah B3 yang tidak standar. [MM3]

Seperti pada pengelolaan limbah non-B3, ANTAM melakukan pendekatan *Reduce-Reuse-Recycle* atas limbah B3 yang dihasilkan. Apabila tidak dapat dimanfaatkan kembali, ANTAM akan mengirim limbah B3 kepada pihak ketiga yang memiliki izin untuk dikelola sesuai aturan yang berlaku. Dalam praktiknya, dilakukan juga pemantauan dan evaluasi pengelolaan limbah dilakukan secara berkala dan dilaporkan secara rutin kepada manajemen dan instansi terkait. [306-2]

Limbah kegiatan operasional ANTAM yang berupa *slag* nikel dan *tailing* emas dikategorikan sebagai limbah B3 sumber spesifik khusus. *Slag* yang dihasilkan pabrik pengolahan feronikel UBP Nikel Sulawesi Tenggara adalah material sisa hasil proses *pyrometallurgy* pemisahan logam dari bijihnya. Sedangkan *tailing* yang dihasilkan dari pengolahan bijih emas di UBP Emas adalah sisa lumpur dari proses *hydrometallurgy*. *Slag* nikel dan *tailing* emas tersebut dikelola ANTAM sesuai dengan peraturan perundangan yang ada.

Sedangkan untuk limbah B3 jenis *fly ash* dan *bottom ash* yang dihasilkan oleh UBP Nikel Sulawesi Tenggara dikirimkan kepada pihak ketiga berizin untuk dikelola dan atau dikirimkan ke tempat pembuangan akhir (TPA/*landfill*) sesuai dengan Keputusan Menteri Lingkungan Hidup dan Kehutanan Republik Indonesia No. SK.39/Menlhk/Setjen/PLB.3/1/2017 tentang Izin Pengelolaan Limbah Bahan Berbahaya dan Beracun Untuk Kegiatan Penimbunan Limbah Bahan Berbahaya dan Beracun Pada Fasilitas Penimbunan Akhir Kelas III *Landfill* 1 Bukit 6. [306-2]

Jika terjadi insiden atau kebocoran limbah, ANTAM memiliki mekanisme pengaduan dan prosedur serta infrastruktur untuk menangani insiden tumpahan agar tidak mengakibatkan pencemaran lingkungan. Pada tahun 2017, terjadi komplain dari masyarakat yang didorong oleh dugaan tumpahan yg berasal dari area operasional kami, yakni di UBP Emas dan UBP Bauksit. Investigasi telah dilaksanakan untuk kedua kejadian ini. Hasil investigasi berkesimpulan bahwa dugaan tersebut tidak benar dan tumpahan tidak berasal dari kesalahan operasi kami. Meski demikian, tindak lanjut

HAZARDOUS WASTE

In managing hazardous waste, ANTAM refers to Government Regulation No.101 of 2014 on the Management of Hazardous and Toxic Waste. In this case, ANTAM separates waste characteristics and works with accredited independent laboratories to avoid environmental and public health risks due to poor handling of hazardous waste. [MM3]

As with non-hazardous waste management, ANTAM takes a Reduce-Reuse-Recycle approach to the generated hazardous waste. If it can not be reused, ANTAM will deliver hazardous waste to third parties who has the permission to be managed accordingly. In practice, monitoring and evaluation of waste management is conducted regularly and routinely reported to management and related institutions. [306-2]

ANTAM's operational waste activities in the form of nickel slag and gold tailings are categorized as specific hazardous wastes. Slag produced by ferronickel processing plant Southeast Sulawesi Nickel Mining Business Unit is the waste material from pyrometallurgy process of metal separation from ore. While tailings produced from gold ore processing in Gold Mining Business Unit is the residue of mud from hydrometallurgy process. The nickel slag and gold tailings are managed by ANTAM in accordance with existing laws and regulations.

Whereas for hazardous waster in the form of fly ash and bottom ash which is produced by Southeast Sulawesi Nickel Mining Business Unit is sent to licensed third party to be managed and transported to final landfill as stipulated in the Decree of the Minister of Environment and Forestry No. SK.39/Menlhk/Setjen/PLB.3/1/2017 regarding Permit for the Management of Hazardous and Toxic Wastes For Activities of Hazardous and Toxic Waste Landfill at Class III Final Granting Facility Landfill 1 Bukit 6. [306-2]

In the case of waste incidents or leaks, ANTAM has a report mechanism and procedures as well as infrastructure to deal with spill incidents in order not to cause environmental pollution. In 2017, there were complaints submitted by the local communities driven by unproven allegations of spills originated from our operational areas, which were Gold Mining Business Unit and Bauxite Mining Business Unit. Investigations were performed for both occurrences. Investigations results concluded that those allegations were not correct and spills were not originated from ANTAM's



berupa tindakan koreksi, pencegahan dan bantuan untuk masyarakat telah dilaksanakan. Sampai dengan akhir tahun 2017, ANTAM telah membantu untuk menyelesaikan kedua kejadian tersebut dengan baik bersama-sama pihak terkait dan masyarakat sekitar. [306-3]

operational flaw. Nevertheless, further actions of corrective, preventive, and assistance for the impacted communities were provided. Up to the end of 2017, ANTAM had assisted the related authorities and local communities in solving both occurrences cases. [306-3]

VOLUME LIMBAH B3 BERDASARKAN UNIT BISNIS [MM3][306-2]

HAZARDOUS WASTE VOLUME PER BUSINESS UNIT [MM3][306-2]

Jenis Limbah B3 Type of Hazardous and Toxic Waste	Unit	Unit Bisnis Business Unit														
		UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit			UBP Emas Gold Mining Business Unit			UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit			UBP Bauksit Bauxite Mining Business Unit			UBP Logam Mulia Precious Metals Processing and Refinery Business Unit		
		2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017
Oli bekas, minyak bekas dan lumpur minyak Used lubricant, used oil and oil sludge	Kg	23.515	20.200	4.802	15.997	24.450	23.136	20.375	57.780	96.600	5.580	6.120	9.360	50	144,5	260,6
Grease bekas Used grease	Kg	0	40	150	2.223	3.520	1.696	0	0	0	0	0	0	0	0	0
Abu Insinerator Incinerator ash	Kg	570	334	0	559	0	0	0	0	0	0	0	0	0	0	0
Limbah B3 padat dan cair lainnya Other hazardous and toxic solid waste																
Kemasan bekas kontaminasi, limbah medis dan filter bekas, lampu bekas, sarung tangan Contaminated used packaging, medical waste and used filter, used lamps	Kg	4.378	5.247	5.344	27.877	37.217	56.944	1.933	3.203	8.060	433	273	408	2.194	1.786	297
Botol bekas kimia Used chemical bottles	Kg	0	0	0	216	146,5	12,65	32	0	56	0	0	0	72	33	272,9
Aki bekas Used batteries	Kg	0	179	0	643	244	466,2	37	370	610	0	14	0	15	0,0	0,0
Sludge	Kg	885.509	1.360.000	409.787	66.059	57.040	42.509	0	0	0	0	0	0	35.646	0,0	2.180
Jerigen B3/eks-kimia Hazardous and toxic waste/ ex-chemical jerrycan	Kg	0	0	0	0	0	12,65	0	0	0	0	0	0	1.233	8.112	0,0
Lumpur terkontaminasi, glasswool dan lainnya	Kg	3.659	5.087,9	0	0	0	0	0	0	1.850	1.022	262	611	0	829,1	0,0
Limbah cair IPAL, Reagent bekas sisa spektro, spent electrolite, ethil acetate, limbah AAS) Liquid waste of IPAL (spent electrolite, ethil acetate, AAS waste)	m ³	0	0	0	0	0	6.800	0	0	0	0	0	0	176	0,0	551.644
Fly-ash PLTU	Kg	0	5.025,8	8.664,49	0	0	0	0	0	0	0	0	0	0	0,025	0

3R LIMBAH B3 [MM3][306-2]

ANTAM berupaya memanfaatkan kembali limbah B3 menjadi produk olahan yang dapat dimanfaatkan kembali untuk menunjang kegiatan operasional. Jenis limbah B3 yang diolah terutama adalah *slag* sisa peleburan, *sludge* dari *marine fuel oil* (MFO), dan *tailing* dari pengolahan emas.

Limbah *slag* dimanfaatkan sebagai *road base*, *yard base* dan bahan-bahan konstruksi beton di lokasi internal UBP Nikel Sulawesi Tenggara. Pemanfaatan *slag* UBP Nikel Sulawesi Tenggara tersebut telah mendapatkan izin dari Kementerian LHK berdasarkan SK Menteri Lingkungan Hidup Nomor: SK.610/Menlhk/Setjen/PLB.3/8/2016 tanggal 8 Agustus 2016.

Tailing sebagai material sisa pengolahan *ore* di UBP Emas dimanfaatkan sebagai bahan baku konstruksi di area operasional ANTAM, termasuk untuk lantai kerja tambang bawah tanah (*underground*) di UBP Emas dan campuran bahan konstruksi, *paving block*, batako, *rigid pavement*, bata ringan (habel), *cone block*, *pre-cast*, genteng, gorong-gorong, dan tembok beton. Pemanfaatan *tailing* ini telah memperoleh izin SK Menteri Lingkungan Hidup Nomor: 07.86.10 Tahun 2014 tentang Izin Pemanfaatan Limbah B3 PT ANTAM (Persero) Tbk UBP Emas. Kini, pemanfaatan *tailing* sebagai bahan dasar produksi material konstruksi telah bersertifikat SNI. Pada tahun 2017 tidak dilakukan pemanfaatan *sludge* MFO dikarenakan izin dalam proses perpanjangan di KLHK.

3R PROGRAM FOR HAZARDOUS WASTE [MM3][306-2]

ANTAM seeks to reuse hazardous waste into processed products that can be reused to support operational activities. The type of hazardous waste that is primarily processed is the processed waste slag, marine fuel oil sludge (MFO), and tailings from gold processing.

Sludge marine fuel oil (MFO) from operational Southeast Sulawesi Nickel Mining Business Unit used as fuel mixture. While slag waste is used as road base and yard base at Southeast Sulawesi Nickel Mining Business Unit internal location.

Tailings which are ore processing material waste at Gold Mining Business Unit are used as raw material for construction in ANTAM's operational area, including for underground mine work floor in Gold Mining Business Unit and mix of construction materials, paving block, brick, rigid pavement, habel, cone block, pre-cast, roof tile, culvert, and concrete wall. The utilization of this tailings has been obtained by the Minister of Environment's Decree No. 07.86.10 of 2014 concerning hazardous waste Utilization Permit for PT ANTAM (Persero) Tbk Gold Mining Business Unit. Currently, the utilization of tailing as the basic material of construction material production has been certified by Indonesia's National Standard (SNI). In 2017, there is no re-utilization process of MFO sludge due to the related permit is still in extension process in KLHK.

TOTAL LIMBAH B3 SPESIFIK [MM3]

TOTAL SPECIFIC HAZARDOUS WASTE VOLUME [MM3]

Jenis Limbah Spesifik Specific Hazardous Waste Type	2015 (ton)	2016 (ton)	2017 (ton)
<i>Slag</i>	714.779	818.262	955.276
<i>Tailing</i> (dmt)	205.633	257.839	230.558
Marine Fuel Oil (MFO)	885	1.269	-

Catatan | Notes:

* Pada tahun 2017 tidak dilakukan pemanfaatan *sludge* MFO dikarenakan izin dalam proses perpanjangan di KLHK
In 2017, there is no reutilization process of MFO sludge due to the related permit is still in extension process in KLHK



Pengantar
Introduction



Strategi Keberlanjutan ANTAM
ANTAM Sustainability Strategy



Sekilas ANTAM
About Us



Tata Kelola Berkelanjutan
di ANTAM
Sustainable Governance
at ANTAM



Pemantauan fasilitas pengolahan limbah di UBP Emas
Waste facility monitoring in UBP Emas

230.558 dmt

Limbah tailing atau 76,14% dari total limbah tailing yang dihasilkan UBP Emas di tahun 2017 dimanfaatkan kembali sebagai lantai kerja tambang bawah tanah dan alternatif bahan material konstruksi yang kini telah bersertifikat SNI.

230,558 dmt

of tailings waste or 76.14% of total tailings waste produced by Gold Mining Business Unit in 2017 were re-utilized as underground mine work floors and alternative construction materials which is now has been SNI-certified.

955.276 ton

Limbah slag atau 99,37% dari total limbah slag di tahun 2017 dimanfaatkan kembali sebagai yard base sedangkan 0,56% untuk road base serta 0,06% untuk alternatif bahan material konstruksi (POTON)

955,276 ton

of slag waste or 99.37% of total slag waste in 2017 is reused as a yard base while 0.56% for road bases and 0.06% for alternative construction materials (POTON)



**POTON & GREEN FINE AGREGATE:
DUA PRODUK INOVATIF HASIL PEMANTAAAN KEMBALI LIMBAH UNTUK
MATERIAL KONSTRUKSI RAMAH LINGKUNGAN**

POTON & GREEN FINE AGREGATE:
TWO INNOVATIVE PRODUCTS AS RESULT OF WASTE UTILIZATION FOR ENVIRONMENTALLY FRIENDLY
CONSTRUCTION MATERIALS

ANTAM terus mendorong inovasi untuk pemanfaatan kembali limbah *slag* dan *tailing* menjadi produk yang bernilai tambah dan ramah lingkungan. Dua produk hasil studi dan riset ANTAM, yakni Pomalaa Beton (POTON) dan Green Fine Agregate telah diluncurkan dan memperoleh izin serta respon yang baik dari para pemangku kepentingan kami.

ANTAM continues to encourage innovation to reuse slag and tailings waste into value-added and eco-friendly products. Two products of ANTAM's study and research, which are Pomalaa Beton (POTON) and Green Fine Aggregate, have been launched and obtained a good permit and response from our stakeholders.

(1) PEMANFAATAN SLAG FERONIKEL UBP NIKEL SULAWESI TENGGARA

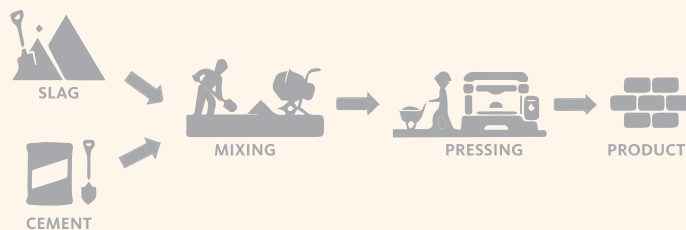
Dalam operasinya, pabrik pengolahan bijih nikel UBP Nikel Sulawesi Tenggara menghasilkan produk samping berupa *slag* feronikel dalam jumlah besar, yaitu sekitar 1.200.000 ton *slag* feronikel per tahun. Hal ini merupakan tantangan sekaligus peluang bagi UBP Nikel Sulawesi Tenggara untuk memanfaatkannya. Dengan berbagai usaha, UBP Nikel Sulawesi Tenggara berhasil mendapatkan izin pemanfaatan limbah *slag* feronikel dari Kementerian Lingkungan Hidup dan Kehutanan pada tahun 2016. Pada tahun 2017, UBP Nikel Sulawesi Tenggara memanfaatkan *slag* sebagai produk pracetak, yaitu sebanyak 177.701 *paving block* dan sebanyak 105.583 batako.

(1) FERRONICKEL SLAG UTILIZATION AT SOUTHEAST SULAWESI NICKEL MINING BUSINESS UNIT

In the operation of our nickel ore processing plant at UBP Nikel Sulawesi Tenggara produces a by-product of large quantities of ferronickel slag, which is about 1,200,000 tons of ferronickel slag per year. This is a challenge as well as an opportunity for Southeast Sulawesi Nickel Mining Business Unit to utilize it. With various efforts, Southeast Sulawesi Nickel Mining Business Units successfully obtained the license for utilization of ferronickel slag waste from the Ministry of Environment and Forestry in 2016. In 2017, Southeast Sulawesi Nickel Mining Business Unit utilizes slag as precast products, which is produced into 177,701 paving blocks and 105,583 concrete blocks.

Produk ini dimanfaatkan untuk pembangunan infrastruktur di UBP Nikel Sulawesi Tenggara seperti pembangunan Rumah Dinas, pembangunan Gedung Olah Raga, pembangunan Gudang, pembangunan Pagar, dll. Selain itu, *slag* juga dimanfaatkan sebagai material substitusi agregat alam untuk pengecoran beton (*cor cast in situ*). Sebanyak 2.522 m³ beton *slag* diaplikasikan pada proyek-proyek pemeliharaan infrastruktur maupun pada pembangunan infrastruktur baru. Pemanfaatan *slag* feronikel sebagai beton baik pracetak maupun *cor cast in situ* membantu UBP Nikel Sulawesi Tenggara terkait masalah lingkungan dalam hal penanganan, penampungan limbah *slag* feronikel dan mengurangi pemakaian sumber daya alam tak terbarukan. Selain itu, hal ini sekaligus mendukung Perusahaan dalam melakukan efisiensi dalam penggunaan bahan bangunan sipil dimana produk beton *slag* lebih ekonomis daripada beton konvensional.

This product is utilized for infrastructure development at Southeast Sulawesi Nickel Mining Business Unit such as construction of House of Service, construction of Sports Building, Warehouse development, Fence construction, etc. In addition, slag is also utilized as a natural aggregate substitution material for casting of concrete (*cor cast in situ*). A total of 2,522 m³ of slag concrete was applied to infrastructure maintenance projects as well as on new infrastructure development. The utilization of ferronickel slag as precast concrete as well as cast in situ to help Southeast Sulawesi Nickel Mining Business Unit related to environmental problems in handling, storage of ferronickel slag wastes and reducing the use of non-renewable natural resources. In addition, it also supports the Company in making efficiency in the use of civil building materials where slag concrete products are more economical than conventional concrete.



(2) GREEN FINE AGGREGATE

Dari Limbah Menjadi Bahan Baku Alternatif Material Konstruksi Berstandar SNI

Pada 2016, ANTAM meluncurkan produk pemanfaatan limbah *tailing* yang diberi nama Green Fine Aggregate (GFA). Produk hasil pemanfaatan sisa proses pengolahan emas pertama di Indonesia ini menjadi kini menjadi salah satu alternatif bahan baku untuk material konstruksi. Diresmikan oleh Menteri Lingkungan Hidup dan Kehutanan Dr. Ir. Siti Nurbaya Bakar pada 9 April 2016, pabrik GFA Antam telah beroperasi di UBP Emas di Kecamatan Nanggung, Kabupaten Bogor.

(2) GREEN FINE AGGREGATE

From Waste into SNI Certified Alternative Raw Material for Construction Materials

In 2016, ANTAM launched tailings waste utilization product called Green Fine Aggregate (GFA). The first product utilization of gold processing waste in Indonesia has become one of the alternative raw materials for construction materials. Inaugurated by the Minister of Environment and Forestry Dr. Ir. Siti Nurbaya Bakar on April 9, 2016, Antam's GFA plant has been operating at UBP Emas in Nanggung Sub-district, Bogor District.

Produksi GFA telah memenuhi peraturan yang berlaku, termasuk mendapatkan izin dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) melalui Kepmen LH No. 07.86.10 Tahun 2014 Tentang Izin Pemanfaatan Limbah B3 PT ANTAM (Persero) Tbk Unit Bisnis Pertambangan Emas (UBP Emas) di Kecamatan Nanggung, Kabupaten Bogor, Provinsi Jawa Barat.

GFA production has complied with applicable regulations, including obtaining permits from the Ministry of Environment and Forestry (KLHK) through the Ministerial Decree No. 07.86.10 Year 2014 About Permit Utilization of B3 Waste PT ANTAM (Persero) Tbk Gold Mining Business Unit (UBP Emas) in District Nanggung, Bogor Regency, West Java Province.

Selain itu, GFA juga bersertifikat Standar Nasional Indonesia (SNI). Hingga akhir tahun 2017, telah terjual berbagai produk hasil olahan GFA, seperti ubin, genteng, batako dan berbagai varian lainnya. Sebelumnya produk ini digunakan dalam kegiatan CSR Perseroan, serta untuk pendirian fasilitas umum di sekitar area UBP Emas dan kawasan lainnya, termasuk untuk Taman Nasional Gunung Halimun Salak dan Taman Hutan Kota Kabupaten Subang.

In addition, GFA is also certified Indonesian National Standard (SNI). Until the end of 2017, a variety of GFA processed products, such as tiles, roof tiles, brick and various other variants have been sold. This product was used in CSR activities of the Company, as well as for the establishment of public facilities around the area of Gold Mining Business Unit and other areas, including Mount Halimun Salak National Park and Forest Park of Kabupaten Subang.



TAHUKAH ANDA?

APA ITU GREEN FINE AGGREGATE?

Berdasarkan hasil uji evaluasi pemanfaatan *tailing* menjadi GFA memiliki karakteristik sebagai berikut:

- Memiliki sifat *pozzolanic* yang tinggi sehingga sangat baik dipergunakan sebagai bahan pencampur beton dan perkerasan lainnya yang menggunakan semen.
- Campuran semen dengan GFA memiliki kuat tekan yang tinggi, dengan 60% semen mencapai 30-35 MPa dan dengan 50% semen mencapai 35-40 MPa, oleh karenanya GFA mengantongi sertifikat SNI.
- Berdasarkan uji limbah, GFA yang distabilisasi dengan semen dapat mengikat sisa logam berat dan sianida dalam *tailing* sehingga dapat dimanfaatkan untuk konstruksi dan aman bagi lingkungan.

MENGAPA MENGGUNAKAN GFA?

- GFA adalah produk bahan konstruksi bangunan siap jual dan siap pakai
- GFA kini telah berstandar SNI
- Dapat digunakan untuk berbagai komponen bahan bangunan, mulai dari batu bata, *paving block*, struktur jalan, *rigid pavement*, ornamen, dan median jalan.
- GFA diproduksi secara lokal oleh tenaga kerja lokal
- Membantu mengurangi beban lingkungan sehingga limbah *tailing* dimanfaatkan kembali dan tidak disimpan di *Tailing Storage Facility* ataupun di buang ke pembuangan akhir (*landfill*)

DID YOU KNOW?

WHAT IS GREEN FINE AGGREGATE?

According to test results, the utilization of tailing into GFA has the following characteristics:

- GFA has high pozzolanic properties that is good for concrete mixing agent and other hardening using cement.
- Concrete cement mixed with GFA has high compressive strength, use 60% cement gives 30-35 MPa and with 50% cement gives 35-40 MPa, therefore, GFA obtained SNI certificate.
- Based on waste test, stabilised GFA with cement can bind heavy metal leftover and cyanide in tailing so it can be utilised as construction and safe for the environment

WHY DO WE USE GFA?

- GFA is a ready to use and ready to sell building construction material
- GFA is now certified by SNI
- Can be used for various of construction materials, from bricks, paving blocks, road structure, rigid pavement, ornament, and roads.
- GFA is locally produced by local workers
- It helps to reduce environmental burdens, so that tailing waste could be recycled and not being stored in Tailing Storage Facility or to final landfill



Pemanfaatan Material Konstruksi Green Fine Aggregate Untuk Pembangunan Dermaga Ekowisata Srengseng Sawah

Utilization of Construction Materials Green Fine Aggregate for
Construction of Ecotourism Pier in Srengseng Sawah

Pada tahun 2016, ANTAM bekerja sama dengan berbagai pihak mendukung upaya Pemulihan dan Pelestarian Kawasan Daerah Aliran Sungai (DAS) Ciliwung. Program ini diberi nama "Dari Pertambangan Untuk Ciliwung" berfokus pada kegiatan alih fungsi sempadan menjadi Ruang Terbuka Hijau (RTH).

Dalam upaya ini ANTAM memanfaatkan Green Fine Agregate (GFA) yang merupakan produk olahan *tailing* hasil proses penambangan ANTAM untuk bahan baku *paving block* yang dipakai untuk konstruksi *jogging track*. Fasilitas *jogging track* sepanjang 1,6 kilometer ini telah diresmikan oleh Menteri Lingkungan Hidup dan Kehutanan pada tanggal 15 April 2017.

Lebih lanjut, dalam program yang sama pada tahun 2017, ANTAM membangun dermaga ekowisata Srengseng Sawah. Dermaga ini dirancang khusus untuk berlabuhnya alat transportasi air. Material utama yang digunakan adalah pipa galvanis sebagai pancang, dan menggunakan bahan ramah lingkungan seperti bambu dan batu kali sebagai bahan dasar lainnya.

Dermaga ini telah diresmikan oleh Direktur Jenderal Pengendalian Pencemaran & Kerusakan Lingkungan, Kementerian Lingkungan Hidup dan Kehutanan pada tanggal 3 September 2017 bersama dengan serah terima dan peluncuran Kapal Pendidikan yang dapat digunakan sebagai media operasional kebersihan sungai selain sebagai sarana edukasi bagi para pelajar dan mahasiswa. Program ekowisata ini berhasil menurunkan beban pencemaran Sungai Ciliwung dari Kategori Berat menjadi Kategori Ringan.

In 2016, ANTAM worked with various parties to support the Ciliwung River Basin Recovery and Conservation effort. This program is named "From Mining For Ciliwung" it focuses on the activities of border transfer functions into Green Open Space (RTH).

In this effort ANTAM utilizes Green Fine Agregate (GFA) which is tailings processed product of ANTAM's mining process for raw material paving block used for jogging track construction. The 1.6 kilometer jogging track facility has been inaugurated by the Ministry of Environment and Forestry on April 15, 2017.

Furthermore, in the same program in 2017, ANTAM built the Srengseng Sawah ecotourism pier. This dock is specially designed for water transportation equipment. The main material used are galvanized pipe as a stake, and the use of environmentally friendly materials such as bamboo and pebbles as other basic materials.

This wharf has been inaugurated by the General Director Pollution Control & Environmental Damage of the Ministry of Environment and Forestry on September 3, 2017, together with the handover and launch of the Education Ship that can be used as a river hygiene operational medium in addition to be a means of education for high school and college students.

LIMBAH NON-B3 [306-2]

Selain limbah B3, aktivitas operasional kami juga menghasilkan limbah non-B3. Berikut ini adalah strategi-strategi pengelolaan limbah non-B3 yang dilaksanakan dengan prinsip 3R di masing-masing Unit Bisnis ANTAM.

NON-B3 WASTE [306-2]

In addition to B3 waste, our operational activities also generate non-B3 waste. The following are non-B3 waste management strategies implemented under the 3R principle in each ANTAM Business Unit.

VOLUME LIMBAH NON B3 BERDASARKAN UNIT & METODE PENGELOLAANNYA

TOTAL VOLUME OF NON-HAZARDOUS WASTE BY UNIT & ITS TREATMENT METHOD

Unit Bisnis Business Unit	2016 (ton)	2017 (ton)	Pengelolaan	Treatment
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	13,627	13,685	Sampah dari penebangan pohon dan taman serta nursery dikomposkan. Untuk sampah lainnya ditimbun secara periodik.	Waste from wood cuttings and gardening and nursery are composted. Other waste were periodically dumped.
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	183,1	316,1	Limbah Non-B3 organik diolah sebagai bahan baku pembuatan pupuk organik sebanyak 31,18 ton. Adapun sisanya berupa limbah Non-B3 anorganik sebanyak 284,96 ton dibuang di TPA yang berada di Site Tanjung Buli (Olien).	Organic non-hazardous waste was used as raw material for organic fertiliser amounted to 31,18 ton. While the rest non-hazardous anorganic waste was dumped in landfill in Site Tanjung Buli (Olien).
UBP Emas Gold Mining Business Unit	364	379,63	354 ton sampah anorganik dibuang ke TPA di Galuga sedangkan sebanyak 25,63 ton sampah organik digunakan sebagai campuran kompos padat.	354 ton of organic waste was dumped to Galuga landfill while 25,63 ton organic waste was used for solid compost mixture
UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit	8,43	5,04	Limbah organik diolah menjadi kompos, sedangkan non organiknya dikelola bekerja sama dengan kelurahan setempat	Organic waste treated into compost, while non organic was treated in cooperation with local district.
UBP Bauxit Bauxite Mining Business Unit	17,97	39,89	Limbah dicampur dengan kompos untuk dijadikan pupuk	Waste was mixed with compost for fertilizer.

REKLAMASI

Reklamasi lahan adalah upaya pemulihan fungsi lahan setelah selesainya kegiatan tambang di lahan tersebut. Pelaksanaan program reklamasi lahan pascatambang merupakan hal penting bagi Perusahaan dan pemangku kepentingan terutama pemerintah dan masyarakat sekitar agar kondisi lahan yang berubah dapat dikelola agar dapat digunakan kembali.

ANTAM berkomitmen untuk melakukan reklamasi tambang dengan sebaik mungkin sebagaimana diatur dalam dokumen lingkungan (AMDAL dan Rencana Reklamasi), Rencana Pasca Tambang (RPT) dan Peraturan Menteri ESDM No. 07 Tahun 2014 tentang Reklamasi dan Pascatambang pada Kegiatan Pertambangan Mineral dan Batu bara. Dalam melakukan reklamasi ANTAM bekerja sama dengan berbagai pihak, termasuk Lembaga Penelitian dan Kementerian ESDM dan KLHK khususnya yang berkaitan dengan bimbingan teknis kegiatan reklamasi dan penanaman tanaman lokal.

RECLAMATION

Land reclamation is an effort to restore land function after the completion of mining activities on the land. Implementation of post-mining land reclamation program is important for companies and stakeholders, especially the government and surrounding communities, so that changing land conditions can be managed for reuse.

ANTAM is committed to doing the best possible mining reclamation as set out in environmental documents (AMDAL and Reclamation Plan), post-mining plan (RPT) and ESDM Ministerial Regulation no. 07 of 2014 on Reclamation and Post-Mining on Mining Activities of Minerals and Coal. In undertaking the reclamation of ANTAM in cooperation with various parties, including Research Institute and Ministry of ESDM and KLHK especially related to technical guidance of reclamation activities and local endemic vegetation species.



STRATEGI PERENCANAAN DAN PELAKSANAAN REKLAMASI ANTAM ANTAM'S PLANNING AND IMPLEMENTATION OF RECLAMATION STRATEGY

Berpedoman pada perencanaan tahunan (RKAB-RKTTL) dan perencanaan lima tahunan (Rencana Reklamasi) yang disetujui oleh pemerintah, perencanaan dan pelaksanaan reklamasi di ANTAM terdiri dari lima strategi di bawah ini:

Based on the annual planning (RKAB-RKTTL) and five-year planning (Reclamation Plan) approved by the government, the planning and implementation of reclamation at ANTAM consists of the following five strategies:



Penataan Lahan
Regrading



Penanaman
Revegetasi



Pengendalian Erosi dan Sedimentasi
Erosion Control and Sedimentation



Pemeliharaan Tanaman
Plant Preservation



Suksesi Alam
Succession of Nature

PROFIL LAHAN REKLAMASI 2017

Sampai akhir tahun 2017 total luas lahan terganggu adalah 5.995 ha. Adapun luas lahan yang telah direklamasi mencapai 5.022 ha. Selama 3 tahun terakhir, total pohon yang telah ditanam hingga tahun 2017 mencapai lebih dari 2 juta pohon.

[MM1]

2017 RECLAMATION PROFILE

Until the end of 2017 the total area of uninterrupted land is 5,995 ha. The total land that has been reclaimed reaches 5,022 ha. Over the past 3 years, the total revegetation tree that has been planted until 2017 amount to more than 2 million trees.

[MM1]

Tahun Year	Lahan Terganggu Disturbed Land (ha)	Lahan Reklamasi Reclaimed Land (ha)	% Reklamasi Reclaimed
2015*	5.748	4.911	85,44%
2016*	5.949,3	4.986,5	83,82%
2017*	5.995,8	5.022,5	83,77%

*Data merupakan Kumulatif | Cumulative Data

Tahun Year	Jumlah Pohon yang Ditanam di Lahan Bekas Tambang Total Trees Planted in Post Mining Areas (Pohon Trees)	Jumlah Pohon yang Ditanam di Lahan Luar Bekas Tambang Total Trees Planted outside Post Mining Areas (Pohon Trees)	Total Pohon Ditanam Total Trees Planted (Pohon Trees)
2015	213.830	492.704	706.534
2016	144.188	437.555	581.743
2017	32.600	687.679	720.279
Jumlah Total	390.618	1.617.938	2.008.556



Berbagai Inovasi ANTAM untuk Mencapai Keberhasilan Reklamasi yang Optimal

Various ANTAM's Innovation to Achieve Optimized Reclamation

Metode *Hydroseeding* Untuk Optimalisasi Reklamasi Lahan-Lahan Tebing, Miring dan Berbatu Hydroseeding Method to Optimize Cliffs, Slopes, and Rocky Terrain Reclamation

Sebagian dari area reklamasi di UBP Nikel Maluku Utara adalah area yang sulit dijangkau oleh metode reklamasi biasa. Untuk itu, ANTAM menerapkan metode *hydroseeding* dengan alat yang didesain khusus untuk memastikan reklamasi di lahan-lahan yang sulit seperti tebing, lahan miring, dan lahan berbatu terlaksana dengan optimal. Dibandingkan dengan metode konvensional, metode *hydroseeding* ini memiliki waktu proses penyemprotan yang lebih cepat. Formula *hydroseeding* yang digunakan antara lain adalah mulsa, serat dan campuran biji-bijian *cover crop* sehingga mampu meningkatkan unsur hara lapisan tanah atas (*top soil*). Dengan metode *hydroseeding* ini, angka keberhasilan atau kerapatan tanaman yang tumbuh di atas lahan reklamasi mampu mencapai 98%.

Part of the reclamation area at North Maluku Nickel Mining Business Unit is an area that is difficult to reach using regular reclamation method. Therefore, ANTAM applies hydroseeding method with a tool designed specifically to ensure the reclamation done in difficult terrain such as cliffs, slopes, and rocky terrain is optimal. Compared to conventional methods, this hydroseeding method has a faster spraying time. The hydroseeding formula used contains mulch, fiber and cover crop mixture so that it can increase the nutrients of top soil layer. With this hydroseeding method, the success rate or plant density that grows on the reclamation field can reach 98%.

Penggunaan Tandan Sawit untuk Penataan Lahan dan Pengendalian Erosi

Sebagai yang tercantum dalam Undang-Undang No.18 tahun 2008 pasal 12 ayat 1, setiap Perusahaan wajib melakukan pengurangan dan penanganan sampah berwawasan lingkungan. Meski tidak diwajibkan penggunaan metode tertentu dalam pengelolaannya, metode Pemanfaatan Limbah Padat Non-B3 Tankos menjadi stimulan mempercepat tanaman *cover crops*.

Hal itu menjadikan tandan kosong kelapa sawit dimanfaatkan untuk mempercepat pertumbuhan *cover crops* melalui perbaikan sifat fisik, biologi, dan kimia tanah secara alami dan ramah lingkungan menggunakan limbah padat Non-B3. ANTAM membantu penanganan limbah tandan kosong kelapa sawit yang ditimbulkan Perusahaan penghasil minyak kelapa sawit di sekitar area pertambangan yang selama ini belum dimanfaatkan secara optimal.

Penggunaan tandan kosong kelapa sawit di UBP Bauksit selama tahun 2017, telah digunakan sebanyak 3.106 ton untuk kegiatan reklamasi pada lahan miring, lereng, tanggul jalan serta bukit terjal. Selain itu, tandan kosong kelapa sawit juga dapat digunakan sebagai media penutup tanah reklamasi yang berfungsi memperbaiki kondisi fisik dan kimia tanah, memperbaiki kelembapan tanah serta membantu mempercepat tumbuhnya *legume cover*.

Use of Palm Oil Empty Bunches for Land Management and Erosion Control

As stated in Law No.18 of 2008 Article 12 paragraph 1, every Company is obliged to do the reduction and handling of environmentally sound waste. Although not required to use certain methods in its management, the method of utilization of solid waste non-hazardous Tankos into stimulant that can accelerate cover crops.

It makes empty palm oil bunches can be utilized used to accelerate the growth of cover crops through the improvement of physical properties, biology, and soil chemistry naturally and environmentally friendly using Non-hazardous solid waste. ANTAM helps to handle palm oil empty bunches waste generated by palm oil producing companies around mining areas that have yet to be optimally utilized.

The use of oil palm empty bunches in Bauksit Mining Business Unit throughout 2017, has been utilized as many as 3.106 ton for reclamation activities on slopes, slopes, dikes and steep hills. In addition, empty palm oil bunches were also be used as reclamation media cover soil that serves to improve soil physical and chemical conditions, improve soil moisture and help accelerate the growth of legume cover.

Mengembangkan *Cover Crop* Jenis Baru yang Unggul Developing New Cover Crop with Superior Quality

UBP Nikel Sulawesi Tenggara berhasil mengembangkan *cover crop* jenis baru, yakni Laosan yang lebih unggul dan lebih memiliki ketahanan terhadap kondisi musim kemarau panjang. UBP Nikel Sulawesi Tenggara sebelumnya menggunakan *cover crop* Tetenggala, yang merupakan rumput lokal yang berkembang biak secara vegetatif menggunakan umbi batang dan dalam kondisi kering mampu bertahan dalam fase dorman. Namun akibat kekeringan di tahun 2015 yang mencapai lebih dari 10 bulan menyebabkan kematian *cover crop* secara menyeluruh.

Hal ini mendorong UBP Nikel Sulawesi Tenggara melakukan seleksi terhadap rumput lokal yang mampu tumbuh dan bertahan di musim kering yang panjang. Setelah dilakukan seleksi panjang, didapatkan rumput Laosan, yakni sejenis padi-padian yang tumbuh merambat dan tahan terhadap musim panas yang panjang.

Selain memiliki kemampuan vegetatif, rumput lokal ini juga memiliki kemampuan menghasilkan biji, sehingga ketika mendapatkan musim panas panjang regenerasi masih dapat berlangsung. Dengan *cover crop* yang lebih unggul ini, ANTAM dapat memastikan tingkat kesuksesan reklamasi yang lebih baik.

Southeast Sulawesi Nickel Mining Business Unit succeeded in developing new breeds of cover crop, Laosan which is more superior and more resistant to long dry season condition.

Southeast Sulawesi Nickel Mining Business Unit previously utilized Tetenggala as cover crop, which is a local grass that breeds vegetatively using stem tubers and in dry conditions can survive in dormant phase. However, due to the drought in 2015 which was spanned more than 10 months had caused the death of all cover crop.

This event has encouraged Southeast Sulawesi Nickel Mining Business Unit to carry out identification and selection process of the vegetation that is robust during long dry season. After a series of selection processes, we identified Laosan grass, which is a kind of paddy family that grows up and can survive a long dry season.

In addition to having a vegetative ability, the local grass also has the ability to produce seeds, so that when the summer get long regeneration can still take place. With this more superior cover crop, ANTAM can ensure a higher rate of reclamation success.





KEANEKARAGAMAN HAYATI

ANTAM berkomitmen untuk melakukan upaya-upaya pelestarian keanekaragaman hayati terutama bagi habitat ekosistem dan flora fauna yang berada di sekitar area operasional.

Sejumlah area operasi ANTAM berada di dalam atau berdekatan dengan kawasan dengan status dilindungi. UBP Emas sebagian wilayahnya berada di Areal Penggunaan Lain (APL) dan hutan lindung yang berdekatan dengan Taman Nasional Gunung Halimun Salak (TNGHS). Selain itu, operasional ANTAM di UBP Nikel Maluku Utara berada di kawasan hutan lindung di Pulau Gee dan Pulau Pakal, serta blok Mornopo 1A dan 2 dengan luas area 789,95 Ha. Metode pertambangan yang dilaksanakan di UBP Nikel Maluku Utara adalah pola pertambangan open pit mining. [304-1]

Terkait dengan hal tersebut, ANTAM memastikan kepatuhan atas peraturan yang berlaku, termasuk Izin Pinjam Pakai Kawasan Hutan (IPPKH) di wilayah hutan lindung. Operasional ANTAM di UBP Emas yang berada pada kawasan hutan lindung dan berbatasan dengan Taman Nasional Gunung Halimun Salak (TNGHS) juga telah mendapatkan izin dari Pemerintah berdasarkan SK Menteri Kehutanan Republik Indonesia No. SK 413/Menhut-II/2013 tentang Izin Pinjam Pakai Kawasan Hutan (IPPKH) untuk Kegiatan Operasi Produksi Emas dan Mineral Pengikutnya dengan Pola Pertambangan Bawah Tanah yang terletak di Kabupaten Bogor, Provinsi Jawa Barat seluas 22,38 Ha. [304-1]

BIODIVERSITY

ANTAM is committed to take part in biodiversity conservation efforts, especially for ecosystem and flora and fauna habitats located around the operational area.

Some of ANTAM operation in Gold Mining Business Unit is located in the Other Use Area (APL) and protected forest nearby Mount Halimun Salak Nation Park (TNGHS). While ANTAM operation in North Maluku Nickel Mining Business Unit is located in the protected area in Gee Island and Pakal Island, and Mornopo Block 1A and 2 with total 789.95 Ha. North Maluku Nickel Mining Business Unit carries out open pit mining method. [304-1]

Related to this, ANTAM ensures compliance with applicable regulations, including License to Borrow and Use of Forest Areas (IPPKH) in protected forest areas. ANTAM's operations in Gold Mining Business Unit is located in protected forest area and adjacent to Gunung Halimun Salak National Park (GHSNP) have also received permission from the Government based on the Decree of the Minister of Forestry of the Republic of Indonesia no. SK 413 / Menhut-II /2013 concerning License to Borrow and Use of Forest Areas (IPPKH) for Production Operation of Gold and its Following Mineral with Underground Mining Pattern located in Bogor Regency, West Java Province covering 22.38 Ha. [304-1]

Unit Bisnis Business Unit	Total Luas Area Operasional Operational Total Area	Total Luas Area Dilindungi Conserved Area	Keterangan Remarks	Surat Izin Permit/Licenses
UBP Emas Gold Mining Business Unit	6.047 Ha	22,38 Ha	Berada di kawasan hutan lindung Bogor located in protected forest area in Bogor	Surat Keputusan Menteri Kehutanan Republik Indonesia No. SK413/Menhut-II/2013 tentang Izin Pinjam Pakai Kawasan Hutan (IPPKH) untuk Kegiatan Operasi dan Produksi Emas dan Mineral Pengikutnya dengan Pola Pertambangan Bawah Tanah yang terletak di Kabupaten Bogor, Provinsi Jawa Barat. Decree of the Ministry of Forestry of the Republic of Indonesia No. SK 413/Menhut-II/2013 on License to Borrow and Use of Forest Areas (IPPKH) for Gold Production Operations and related Minerals with Underground Mining Patterns Located in Bogor, West Java province

Unit Bisnis Business Unit	Total Luas Area Operasional Operational Total Area	Total Luas Area Dilindungi Conserved Area	Keterangan Remarks	Surat Izin Permit/Licenses
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	39.040 Ha	789,85 Ha	<p>Berada di kawasan hutan lindung Pulau Pakal seluas 456 Ha located in protected forest area of Pakal Island with a total of 456 Ha area</p> <p>Berada di kawasan hutan lindung Pulau Gee seluas 26,26 Ha Located in protected forest area of Gee Island with a total of 26.26 Ha area</p> <p>Berada di kawasan hutan lindung Blok Mornopo 1A seluas 44,80 Ha Located in protected forest area of Mornopo 1A Block with a total of 44.80 Ha area</p> <p>Berada di kawasan hutan lindung Blok Mornopo 2 seluas 262,79 Ha Located in protected forest area of Mornopo 2 Block with a total of 262.79 Ha area</p>	<p>Perizinan Sebagai Berikut:</p> <ul style="list-style-type: none"> SK No. 548/Meenhut-II/2013 untuk Pulau Gee dan SK No.88/Menhut-II/2009 untuk Pulau Pakal, SK No. 380/Menhut-II/2014 untuk Blok Mornopo 1A, SK No. 780/Menhut-II/2014 untuk Blok Mornopo 2, Keppres RI No. 41 tahun 2004, yang menyatakan bahwa ANTAM termasuk dalam 13 Perusahaan yang mendapatkan izin atau perjanjian di bidang pertambangan yang telah ada sebelum berlakunya UU No. 41 Tahun 1999. <p>Licences as follow:</p> <ul style="list-style-type: none"> Decree No. 548/Menhut-II/2013 for Gee Island and Decree No. 88/Menhut-II/2013 for Pakal Island. Decree No. 380/Menhut-II/2013 for Mornopo 1A Block Decree No. 780/Menhut-II/2013 for Mornopo 2 Block Presidential Decree No.41 Year 2004, stated that ANTAM is one of the 13 companies that received license or agreement in mining prior to the implementation of Law No.41 Year 1999

HASIL PEMANTAUAN INDEKS KEANEKARAGAMAN HAYATI 2017 DI UBP EMAS BIODIVERSITY INDEX MONITORING RESULTS AT GOLD MINING BUSINESS UNIT

Jenis Biota Types of Biota	Rona Awal berdasarkan Dokumen AMDAL Preliminary Hue based on AMDAL	Monitoring Indeks Keragaman 2017 Biodiversity Index 2017	
		Nilai Score	Kategori Category
Tumbuhan Bawah Low Vegetation	Tinggi High	3,055	Tinggi High
Pohon/Tumbuhan Atas Trees/High Vegetation	Tinggi High	3,16	Tinggi High
Ikan Fish	Tinggi High	2,39	Sedang Medium
Benthos Benthos	Tinggi High	2,1	Sedang Medium
Plankton Plankton	Tinggi High	2,1	Sedang Medium
Amphibi Amphibians	Tinggi High	2,9	Sedang Medium
Mamalia Mammals	Tinggi High	2,27	Sedang Medium
Burung Bird	Tinggi High	3,25	Tinggi High

Sumber: Dokumen Pemantauan Lingkungan UB P Emas, 2017

HASIL PEMANTAUAN INDEKS KEANEKARAGAMAN HAYATI 2017 DI UB P NIKEL MALUKU UTARA BIODIVERSITY INDEX MONITORING RESULTS AT AT NORTH MALUKU NICKEL MINING BUSINESS UNIT

Jenis Biota Types of Biota	Rona Awal berdasarkan Dokumen AMDAL Preliminary Hue based on AMDAL	Monitoring Indeks Keragaman 2017 Biodiversity Index 2017	
		Nilai Score	Kategori Category
Plankton Plankton	Sedang Medium	0,26 – 1,15	Rendah Low
Benthos Benthos	Rendah Low	1,39 – 3,41	Tinggi High
Ikan Fish	Rendah Low	2,41	Sedang Medium
Flora	Tinggi High	1,47 – 2,62	Sedang Medium

Sumber: Dokumen Pemantauan Lingkungan UB P Nikel Maluku Utara, 2017
Monitoring nilai Indeks Keanekaragaman Hayati untuk mamalia, burung dan amphibi masih dalam proses sampai diterbitkan laporan ini.
Source: Environmental Monitoring Document North Maluku Nickel Mining Business Unit 2017.
Monitoring of biodiversity index values for mammals, birds and amphibians is still in process until published this report.



STRATEGI PENGELOLAAN KEANEKARAGAMAN HAYATI

Dalam pengelolaan keanekaragaman hayati, setiap unit bisnis ANTAM menerapkan program kerja yang disusun sesuai Rencana Pengelolaan Lingkungan dan Rencana Pemantauan Lingkungan (RKL-RPL) dan persyaratan PROPER. Dari empat wilayah operasi ANTAM saat ini, seluruhnya telah memiliki rencana pengelolaan keanekaragaman hayati yang tercantum dalam dokumen lingkungan yang dijalankan dengan konsisten. [MM2]

ANTAM juga melakukan rehabilitasi Daerah Aliran Sungai (DAS) di luar wilayah tambang sebagai bagian dari komitmen IPPKH di UBP Nikel Maluku Utara. Hingga akhir tahun 2017, ANTAM telah melakukan rehabilitasi seluas 523,43 Ha di DAS Akedodaga di Kecamatan Wasile Timur dan 435,86 ha di DAS Air Gela-Gela di Kecamatan Wasile. [304-3]

BIODIVERSITY MANAGEMENT STRATEGY

In the management of biodiversity, each ANTAM business unit implements a work program developed in accordance with the Environmental Management Plan and Environmental Monitoring Plan (RKL-RPL) and PROPER requirements. Of the four ANTAM operating areas currently, all have a biodiversity management plan as stated in a consistently implemented environmental document. [MM2]

ANTAM also rehabilitates the River Catchment Area (DAS) outside mining areas as part of our commitment towards the implementation as stated in IPPKH of North Maluku Nickel Mining Business Unit Utara. Up to the end of 2017, ANTAM had been consistent in rehabilitation activities in an area of 523.43 Ha in DAS Akedodaga of East Wasile District and 435.86 Ha in DAS Gela-gela in Wasile District. [304-3]

RINGKASAN STRATEGI PENGELOLAAN KEANEKARAGAMAN HAYATI [MM2]

SUMMARY OF BIODIVERSITY MANAGEMENT STRATEGY [MM2]

UBP EMAS | GOLD MINING BUSINESS UNIT

Area	Strategi	Strategy
<p>Luas Area 6.047 Ha Luas Area yang Dilindungi IPPKH UBP Emas 22,38 Ha dikawasan Hutan Lindung [304-3]</p> <p>Total area of 6,047 Ha Total Protected Area as Stipulated by Forest Area Operational Permit for Gold Mining Business is 22.38 Ha which is location in Protected Forest Are [304-3]</p>	<p>Penambangan di UBP Emas dilakukan dengan metode penambangan bawah tanah (<i>Underground Mining</i>), sehingga tidak menimbulkan dampak terhadap keanekaragaman hayati di sekitar pertambangan.</p> <p>Namun untuk menjaga status keanekaragaman hayati, UBP Emas menjalankan program Perlindungan Keanekaragaman Hayati Secara In Situ, Eks Situ dan Rehabilitasi-Restorasi Lahan Terdegradasi akibat dampak Penambangan Emas Tanpa Izin (PETI).</p> <p>Aktivitas Konservasi Di UBP Emas, ANTAM membangun dan mengembangkan Pusat Konservasi Keanekaragaman Hayati (PKKH) dan Pusat Penelitian dan Pendidikan Pohon dan Tanaman Asli (P4TA), bekerja sama dengan Taman Nasional Gunung Halimun Salak (TNGHS) dan PT Rimbawan Bangun Lestari (Sustainable Management Group)</p> <p>Di sini, ANTAM melakukan konservasi keanekaragaman hayati sejalan dengan Rencana Pascatambang. Salah satunya untuk menjadikan eks penambangan menjadi bagian dari Kawasan Wisata sesuai konsep "Agrogeodotourism". Nota Kesepahaman antara ANTAM dan TNGHS telah menyepakati rencana kerja lima tahunan dan rencana kerja tahunan.</p> <p>Pada tahun 2016, UBP Emas dan Unit Bisnis Learning & Development bekerja sama dengan Badan Diklat Kementerian ESDM telah menandatangani Nota Kesepahaman untuk menjadikan Pongkor sebagai tempat pelatihan tenaga ahli pertambangan Indonesia setelah pascatambang</p>	<p>Mining in Gold Mining Business Unit is using underground mining method, therefore no significant effect to biodiversity in the mine surrounding.</p> <p>But in order to maintain biodiversity status, Gold Mining Business Unit Implements the biodiversity conservation program in-situ, ex-situ and land rehabilitation-restoration to degraded land caused by illegal miner (PETI)</p> <p>Conservation Activity In Gold Mining Business Unit, ANTAM built and developed Biodiversity Conservation Center (PKKH) and Research and Educational Center for Plants and Local Plants (P4TA), in Cooperation with Halimun Salak National Park and PT Rimbawan Bangun Lestari (Sustainable Management Group)</p> <p>Here, ANTAM conserves biodiversity in line with post mining plans, one of which is making post mined area into part of Conservation Tourism Area with a concept of "Agrogeodotourism". A memorandum of understanding between ANTAM and TNGHS has agreed in five years plan and annual work plan.</p> <p>In 2016, Gold Mining Business Unit and Learning & Development Business Unit in Cooperation with research center of ministry of ESDM has signed memorandum of understanding to make pongkor as professional mining training center in post-mining stage.</p>

UBP NIKEL MALUKU UTARA | NORTH MALUKU NICKEL MINING BUSINESS UNIT

Area	Strategi	Strategy
<p>Luas Area 39.040 Ha Total Area 39,040 Ha Luas Area yang dilindungi: Total Protected Area:</p>	<p>Operasional UBP Nikel Maluku Utara Saat ini berlokasi di Pulau Pakal dilakukan dengan cara penambangan terbuka yang berdampak terhadap bentang alam dan lapisan tanah serta keanekaragaman hayati di atasnya.</p>	<p>North Maluku Nickel Mining Business Unit currently operated in Pakal Island using open pit mining that affects landscape and soil layers as well as biodiversity above it.</p>
<p>Kawasan hutan lindung Pulau Pakal 456 Ha Protected Forest Area of Pakal Island 456 Ha</p>	<p>Untuk menangani dampak tersebut, ANTAM melakukan reklamasi dan revegetasi untuk memulihkan habitat pada lahan bekas tambang tersebut.</p>	<p>To mitigate such impact, ANTAM conducts reclamation and revegetation program to recover the habitat at the ex mining area.</p>
<p>Kawasan Hutan Lindung Pulau Gee 26,26 Ha Protected Forest Area of Gee Island 26.26 Ha</p>	<p>Aktivitas Konservasi ANTAM melakukan upaya dengan sistem rehabilitasi lahan yang progresif, keanekaragaman hayati di hutan lindung dikembalikan seperti semula, seperti menanam kembali jenis tanaman lokal sesuai dengan ketentuan dan Peraturan Menteri Lingkungan Hidup dan Kehutanan</p>	<p>Conservation Activity ANTAM conducts initiative by implementing progressive land rehabilitation system, recovering biodiversity into original condition, by replanting local tress according to regulations from ministry of Environment and Forestry.</p>
<p>Kawasan hutan lindung Blok Mornopo 1A 44,80 Ha Protected Forest Area of Mornopo Block1A 44.80 Ha</p>	<p>Selain itu, UBP Nikel Maluku Utara juga menggunakan tanggul alami yang berfungsi sebagai penahan air limpasan yang dipasang di sekeliling area bukaan tambang sehingga tidak mencemari badan air dan merusak keanekaragaman hayati.</p>	<p>Moreover, North Maluku Nickel Mining Business Unit also uses natural embankment function as run-off barrier in surrounding mine pit so that it would not polluting water and damaging biodiversity.</p>
<p>Kawasan hutan Lindung Blok Mornopo 2.262,79 Ha Protected Forest Area of Mornopo Block 2,262.79 Ha</p>	<p>Di UBP Nikel Maluku Utara, konservasi keanekaragaman hayati difokuskan di wilayah pesisir. Sejak tahun 2009, ANTAM menanami pesisir wilayah operasi dengan <i>mangrove</i> untuk melindungi ekosistem pesisir.</p>	<p>In North Maluku Nickel Mining Business Unit, biodiversity conservation is focused in coastal area. Since 2009, ANTAM had planted coastal area of operation area with mangrove to protect the coast.</p>
<p>Total 789,85 Ha [304-3] [304-3]</p>	<p>Perlindungan juga dilakukan dengan rehabilitasi DAS dengan penanaman atau pengkayaan tanaman di areal hutan kritis yang ditunjuk oleh Menteri Lingkungan Hidup dan Kehutanan.</p>	<p>Protection also concluded with DAS rehabilitation with tree enrichment and planting in critical area which recommended by The Ministry of Environment and Forestry.</p>



**TAK KENAL MAKA TAK SAYANG:
IDENTIFIKASI FLORA & FAUNA DI SEKITAR ANTAM [304-4]**
DO NOT KNOW, THEN DO NOT LOVE:
IDENTIFICATION OF FLORA & FAUNA SURROUNDING ANTAM [304-4]

ANTAM melakukan identifikasi flora dan fauna yang ditemukan di sekitar area operasional. Identifikasi ini dilaksanakan sesuai dengan ketentuan dan persyaratan AMDAL. Identifikasi ini menjadi basis bagi kami untuk melakukan pemantauan terhadap flora dan fauna untuk kemudian menentukan kebutuhan untuk konservasi atau program lain dalam rangka menjaga kelestarian mereka.

ANTAM identifies the flora and fauna found around the operational area. This identification is carried out in accordance with AMDAL requirements and conditions. This identification becomes the basis for us to monitor the neighboring flora and fauna to then determine the need for conservation or other programs in order to preserve them.

Inilah daftar beberapa flora dan fauna berdasarkan identifikasi kami dalam dokumen rona awal AMDAL:

Here is a list of some of the flora and fauna based on our identification in the AMDAL baseline document:

UBP Nikel Sulawesi Tenggara

- Anoa (*Bubalus depressicornis*) - Status Terancam Punah (*Critically Endangered*)

Southeast Sulawesi Nickel Mining Business Unit

- Anoa (*Bubalus depressicornis*) - Critically Endangered

UBP Nikel Maluku Utara

- Burung Bidadari Halmahera (*Semioptera wallacii*) - Status Risiko Rendah (*Least Concern*)
- Kakatua Putih (*Cacatua alba*) - Status Rentan (*Vulnerable*)
- Burung Nuri Bayan (*Eclactus roratus*) - Status Risiko Rendah (*Least Concern*)
- Kasturi Ternate (*Lorius garrulous*) - Status Rentan (*Vulnerable*)
- Gagak Halmahera (*Corvus validus*) - Status Risiko Rendah (*Least Concern*)
- Elang Bondol (*Haliastur indus*) - Status Risiko Rendah (*Least Concern*)
- Elang Laut (*Haliaeetus leucogaster*) - Status Risiko Rendah (*Least Concern*)
- Rusa Timor (*Cervus timorensis*) - Status Rentan (*Vulnerable*)
- Burung Paruh Bengkok (*Loriini*) - Status Least Concern
- Terumbu Karang (*various species of reef*)

North Maluku Nickel Mining Business Unit

- Burung Bidadari Halmahera (*Semioptera wallacii*) - Least Concern
- Kakatua Putih (*Cacatua alba*) - Vulnerable
- Burung Nuri Bayan (*Eclactus roratus*) - Least Concern
- Kasturi Ternate (*Lorius garrulous*) - Vulnerable
- Gagak Halmahera (*Corvus validus*) - Least Concern
- Elang Bondol (*Haliastur indus*) - Least Concern
- Elang Laut (*Haliaeetus leucogaster*) - Least Concern
- Rusa Timor (*Cervus timorensis*) - Vulnerable
- Burung Paruh Bengkok (*Loriini*) - Least Concern
- Terumbu Karang (*various species of reef*)

UBP Emas

- Jalak Putih (*Sturnus melanopterus*) - Status Kritis (*Critical*)
- Surili (*Prebyttis ayqula*) - Status Terancam Punah (*Critically Endangered*)
- Elang Jawa (*Nisaetus bartelsi*) - Status Terancam Punah (*Critically Endangered*)
- Owa Jawa (*Hylobates moloch*) - Status Terancam Punah (*Critically Endangered*)
- Macan Tutul (*Panthera pardus*) - Status Kritis (*Critical*)
- Elang Ular Bido (*Spilorni scheela*) - Status Risiko Rendah (*Least Concern*)
- Anggrek Hutan dan Tanaman Obat - (sebagian *Critically Endangered*)

Gold Mining Business Unit

- Jalak Putih (*Sturnus melanopterus*) - Critical
- Surili (*Prebyttis ayqula*) - Critically Endangered
- Elang Jawa (*Nisaetus bartelsi*) - Critically Endangered
- Owa Jawa (*Hylobates moloch*) - Critically Endangered
- Macan Tutul (*Panthera pardus*) - Critical
- Elang Ular Bido (*Spilorni scheela*) - Least Concern
- Anggrek Hutan dan Tanaman Obat - Partially Critically Endangered

UBP Bauksit

- Kelampiau (*Hylobates albibarbis*) - Status Terancam Punah
- Kukang (*Nycticebus coucang*) - Status Rentan (*Vulnerable*)
- Beruang Madu (*Helarctos malayanus*) - Status Rentan (*Vulnerable*)

Bauxite Mining Business Unit

- Kelampiau (*Hylobates albibarbis*) - Critically Endangered
- Kukang (*Nycticebus coucang*) - Vulnerable
- Beruang Madu (*Helarctos malayanus*) - Vulnerable

Catatan:

- * Daftar lengkap jenis-jenis satwa di area konservasi UBPA Emas dan UBPA Nikel Maluku Utara sesuai dokumen AMDAL masing masing unit bisnis beserta status konservasinya berdasarkan PP No. 7/1999, IUCN dan CITES.
- * A complete list of the fauna identified in conservation area of Gold Mining Business Unit and North Maluku Nickel Mining Business Unit in accordance with AMDAL document of each of the business unit including its respective conservation status based on PP No. 7/1999, IUCN, and CITES.



TURUT MELESTARIKAN KEKAYAAN KEANEKARAGAMAN HAYATI INDONESIA [304-3]

FOSTERING INDONESIA'S RICH BIODIVERSITY LEGACY [304-3]

Dunia mengakui kekayaan keanekaragaman hayati Indonesia penting bagi keseimbangan ekosistem global. Indonesia adalah salah satu negara dengan tingkat keanekaragaman hayati tertinggi di dunia. Sebanyak lebih dari 25.000 jenis mewakili 10% jenis flora dunia dapat ditemukan di Indonesia. Begitu juga untuk fauna, sebanyak 515 spesies mamalia atau 781 spesies ular, dan 35 spesies primata tinggal di Indonesia. Lebih dari itu banyak dari spesies-spesies itu adalah spesies endemik, atau spesies yang hanya ditemukan di daerah tersebut.

Turut serta dalam upaya nasional dan global untuk melestarikan kekayaan keanekaragaman hayati Indonesia, ANTAM terus konsisten dalam mengembangkan upaya konservasi sejumlah spesies flora dan fauna endemik Indonesia. Berikut ini beberapa program konservasi yang konsisten dilaksanakan ANTAM:

JALAK PUTIH

Konservasi Jalak Putih telah konsisten dilaksanakan oleh ANTAM sejak 2010. Jalak Putih adalah fauna endemik Jawa Barat yang berdasarkan Peraturan Pemerintah no 7 tahun 1999 termasuk satwa yang dilindungi dan termasuk pula sebagai satwa asli terancam punah (*critically endangered*) dalam IUCN Red List tahun 2012.

Tahun ini upaya konservasi Jalak Putih oleh ANTAM yang bekerja sama dengan Yayasan Cikananga Konservasi Terpadu telah berhasil meningkatkan populasi Jalak Putih dalam area konservasi dari 40 ekor di tahun 2013 menjadi 59 ekor di tahun 2017 dan berhasil menurunkan status IUCN dari "*Critically Endangered*" menjadi "*Partially Success*" sebagaimana tercantum dalam laporan *Global Re-Introduction Perspective:2016* oleh IUCN halaman 85, *Status Success of Project Reintroduction Jalak Putih (Strunus melanopterus)*.

Hal ini berhasil dicapai berkat inisiatif modifikasi NEST BOX (habitat) dalam program konservasi in-situ (*in-breeding* dan *re-introduction*) di area Pusat Pendidikan dan Penelitian Pohon dan Tanaman Asli (P4TA) dan monitoring berkelanjutan dengan YKCT dan TNGHS.

GAJAH & ORANGUTAN

ANTAM terus melanjutkan kerja sama kami dengan lembaga konservasi ex-situ Taman Safari Indonesia (TSI) Cisarua pada tahun 2015 dan 2016 lalu, di mana ANTAM telah mengadopsi satwa anak gajah yang diberi nama Goldy dan orangutan yang diberi nama Silvi di TSI Cisarua Puncak, Bogor.

Kedepan, ANTAM terus berkomitmen untuk mendukung dan berpartisipasi dalam pelestarian flora dan fauna Indonesia melalui program Bapak Asuh Satwa ini dan tengah mencari kandidat satwa lain untuk menambah jumlah dan jenis satwa adopsi ANTAM.

RUSA TIMOR

Rusa Timor adalah fauna yang termasuk satwa asli yang rentan (*vulnerable*) dalam IUCN Red List. ANTAM melalui UBP Nikel Sulawesi Tenggara tengah melaksanakan program konservasi Rusa Timor pada tahun 2017 yang bertujuan untuk membantu upaya pemerintah dalam melindungi dan meningkatkan populasi Rusa yang dilindungi ini.

Jenis Rusa yang ditangkar oleh ANTAM adalah Rusa Timor (*Cervus timorensis*) yang masuk ke dalam IUCN Red List. Penangkaran ini sudah mendapatkan izin dari Balai Konservasi SDA Sulawesi Tenggara No. SK.140/BKSDA.Sultra-1/PH/2016 yang berlaku selama lima tahun yang mencakup area konservasi seluas 7,500 m².

Berdasarkan informasi dari masyarakat sekitar, pada awal pembukaan terdapat banyak Rusa Timor yang berkembang biak. Namun, banyak penangkaran ilegal yang dilakukan masyarakat sehingga ANTAM segera merapikan dengan sistem penangkaran yang lebih tertata dengan baik untuk menjaga kelestarian satwa ini.

Adapun jumlah awal penangkaran adalah 4 satwa (1 jantan dan 3 betina), kemudian bertambah menjadi delapan satwa di mana satu satwa merupakan pemberian dari masyarakat dan satu satwa merupakan titipan dari masyarakat. Pemeliharaan rutin dilakukan seperti pemberian pakan dan terdapat satu pegawai harian yang bertugas untuk pemeliharaan.

PARUH BENGKOK

Pada 2017, ANTAM melakukan perjanjian kerja sama dengan Kepala Balai Taman Nasional Aketajawe Lolobata untuk mengembangkan wisata alam melalui pembangunan pusat informasi suaka paruh bengkok di Taman Nasional Aketajawe Lolobata, Halmahera, Maluku Utara. Taman Nasional Aketajawe Lolobata merupakan satu-satunya kawasan pelestarian alam di Maluku Utara yang memiliki ekosistem asli dan habitat jenis-jenis burung paruh bengkok, salah satunya adalah jenis Kakatua Putih (*Cacatua alba*). ANTAM siap mendukung dan melaksanakan program serta melakukan pemeliharaan sarana dan prasana taman nasional seperti yang tertera dalam kesepakatan, termasuk turut aktif dalam perencanaan, aktivitas serta pelaksanaan program konservasi serta pengembangan wisata alam bersama-sama dengan tim Balai Taman Nasional Aketajawe Lolobata.

The world recognizes the richness of Indonesia's biodiversity as essential to the balance of global ecosystems. Indonesia is one of the highest biodiversity countries in the world. More than 25,000 species representing 10% of the world's flora species can be found in Indonesia. As well as fauna, as many as 515 species of mammals or 781 species of snakes, and 35 species of primates live in Indonesia. Furthermore, many of these species are endemic species, or species found only in the area.

As an effort in participating national and global movement to conserve Indonesia's biodiversity wealth, ANTAM continues to develop conservation program for a number of endemic species of flora and fauna in Indonesia. Here are some conservation programs that consistently implemented by ANTAM:

WHITE STARLINGS

White Starling Conservation has been consistently implemented by ANTAM since 2010. Jalak Putih is a West Java endemic fauna based on Government Regulation no 7 of 1999 including protected animals and also included as a critically endangered animal in the IUCN Red List in 2010.

This year, ANTAM's Jalak Putih conservation program is conducted in collaboration with the Cikananga Integrated Conservation Foundation and has succeeded in increasing the Jalak Putih population in the conservation area from 40 to 59 and successfully reduced the IUCN status from "*Critically Endangered*" to "*Partially Success*" as stated in *Global Re-Introduction Perspective:2016* Report published by IUCN page 85, *Status Success of Project Reintroduction Jalak Putih (Strunus melanopterus)*.

This was achieved thanks to the NEST BOX modification initiative in in-situ (*in-breeding* and *re-introduction*) conservation programs in the Center for Indigenous Trees and Tree Research (P4TA) area.

ELEPHANT & ORANGUTAN

ANTAM continues partnership with the Indonesian Safari Park Indonesia (TSI) Cisarua conservation agency in 2015 and 2016, where ANTAM has adopted a baby elephant named Goldy and orangutans named Silvi at TSI Cisarua Puncak, Bogor.

In the future, ANTAM continues to commit to support and participate in the preservation of Indonesian flora and fauna through the Foster Care program and is looking for other animal candidates to increase the number and types animals adopted by ANTAM.

TIMOR DEER

The Timor deer is an endemic fauna of Southeast Sulawesi Province that belongs to native species considered vulnerable in the IUCN Red List in 2010. ANTAM, through North Maluku Nickel Mining Business Unit, contributes the Timor deer conservation program in 2017 and seeks to assist government efforts in protecting and increasing the endangered deer populations.

The type of deer nurtured by ANTAM is the Timor deer (*Cervus timorensis*) which entered the IUCN Red List. This breeding has received permission from the Southeast Sulawesi Natural Resource Conservation Center no. SK.140/BKSDA.Sultra-1 / PH / 2016 which is valid for five years covering a conservation area of 7,500 m².

Based on information from surrounding communities, at the beginning of the opening there were many Timor deer breeding. However, many illegal breeding done by the community so that ANTAM immediately tidied up with a more well-organized breeding system to preserve this animal.

The initial number of breeding is 4 deers (1 male and 3 female), then increased to eight deers where one deer was a gift from the community and one deer was co-nurtured from the community. Routine maintenance is done including feeding and there is one daily worker on duty for maintenance.

CROOKED BEAK (PARROTS)

In 2017, ANTAM cooperated with Head of Aketajawe Lolobata National Park Authority to develop nature tourism through the construction of a crooked huddle conservation information center in Aketajawe Lolobata National Park, Halmahera, North Maluku. Aketajawe National Park Lolobata is the only natural conservation area in North Maluku that has native ecosystem and habitat of bird species of crooked beak, one of them is Kakatua Putih (*Cacatua alba*). ANTAM is ready to support and implement the program as well as to maintain the park facilities and facilities as stated in the agreement, including active participation in the planning, activities and implementation of conservation program and development of nature tourism together with the Aketajawe Lolobata National Park.



DANA & INVESTASI LINGKUNGAN

Pada tahun 2017, dana dan investasi lingkungan ANTAM tercatat sebesar Rp108,09 miliar, meningkat Rp51 miliar atau sebesar 89% dibandingkan tahun 2016. Komposisi terbesar dari dana dan investasi lingkungan kami adalah untuk reklamasi dan revegetasi, pengelolaan limbah, serta pengendalian erosi dan sedimentasi. Selain itu, juga digunakan untuk membiayai penelitian dan sejumlah kerja sama dalam bidang lingkungan, aktivitas pemantauan lingkungan, dan lain-lain.


Naiknya biaya lingkungan disebabkan adanya peningkatan produksi feronikel, bijih nikel dan bauksit sehingga meningkatkan biaya pengendalian limbah, serta pemenuhan kewajiban penanaman rehabilitasi DAS sebagai kewajiban IPPKH di unit bisnis.

ENVIRONMENTAL COST & INVESTMENTS

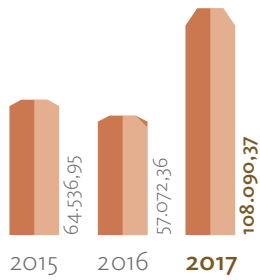
In 2017, ANTAM's environmental funds and investments stood at Rp108.09 billion, an increase of Rp51 billion or 89% compared to 2016. The largest composition of our environmental funds and investments is for reclamation and revegetation, waste management and erosion and sedimentation control. In addition, it is also used to finance research and a number of cooperation in the field of environment, environmental monitoring activities, and others.

This is driven by the increased production of ferronickel, nickel ore, and bauxite, thus increase the cost of waste control, as well as fulfillment of the obligation to plant the rehabilitation of the watershed as a liability of IPPKH in the respective business unit.

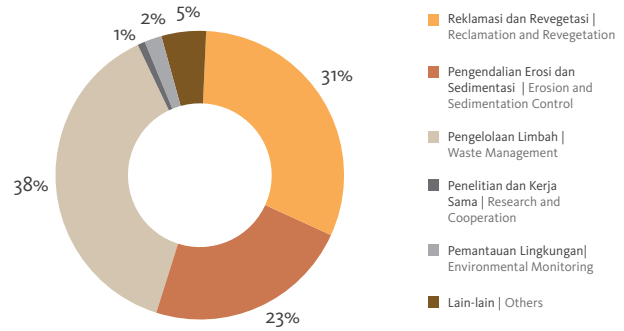


 **UBP Bauksit bersinergi dengan kelompok masyarakat lokal dalam pengelolaan lingkungan**
Bauxite Mining Business Unit synergize with local community in environmental management

Total Biaya Lingkungan (Rp juta)
Environment Cost (Rp billion)%



Komposisi Biaya Lingkungan
Environment Cost Composition



Komponen Component	Jumlah Total Rp Juta Rp Million		
	2015	2016	2017
Reklamasi dan Revegetasi Reclamation and Revegetation	21.851,95	17.566,17	22.488,23
Pengendalian Erosi dan Sedimentasi Erosion and Sedimentation Control	4.602,34	4.167,82	18.161,47
Pengelolaan Limbah Waste Management	20.769,47	29.738,29	34.572,33
Penelitian dan Kerja sama Research and Cooperation	561,00	1.827,13	2.307,96
Pemantauan Lingkungan Environmental Monitoring	2.363,00	2.078,24	2.372,27
Lain-lain Others	14.388,59	1.694,71	28.188,11
Jumlah Total	64.536,95	57.072,36	108.090,38

MENINGKATKAN PERAN AKTIF DALAM MENCAPAI KEBERLANJUTAN BERSAMA MASYARAKAT

Encouraging Active Role in Achieving
Community Sustainability



Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat Encouraging Active Role in Achieving Community Sustainability	170	Gawai Dayak (UBP Bauksit) Gawai Dayak (UBP Bauxite)	189
Menjunjung Tinggi Nilai Adat Istiadat dan Masyarakat Upholding Customs and Community Value	172	Festival Legu Gam (Ternate) Legu Gam Festival (Ternate)	189
Peningkatan Kualitas Kehidupan Masyarakat Improving The Quality of Community Life	173	Bidang Konservasi dan Rehabilitasi Lingkungan Environment Conservation and Rehabilitation Sector	191
Membangun Kualitas Kehidupan yang Lebih Baik Bersama Seluruh Pemangku Kepentingan Building Better Quality of Life With All Stakeholders	177	Program Penguatan Kapasitas Kelembagaan Masyarakat Community Institutional Capacity Building Program	193
Bidang Pendidikan Education	178	Program Kemitraan dan Bina Lingkungan Partnerships and Community Stewardship Program	196
Program Beasiswa Scholarship Program	181	Program Kemitraan Partnership Program	196
Bidang Kesehatan Health Sector	182	Menuju Kemandirian Wilayah Pascatambang Towards Independent Post-Mining Area	201
Bidang Pengembangan Ekonomi Lokal Local Economic Development Sector	185	Meningkatnya Ekonomi dan Kesejahteraan Masyarakat Pascatambang Increasing The Post-Mining Economy and Welfare Society	201
Bidang Sosial Budaya Socio-Cultural Sector	188	Community Satisfaction Index Community Satisfaction Index	204

80,65

Nilai survei CSI terhadap program

CSR ANTAM

CSI survey value to ANTAM CSR program

Rp 6,38
miliar billion

Total Penyaluran Dana Program Bina Lingkungan

Total Disbursement of Community Stewardship Program

Kinerja Efektivitas Penyaluran Program Kemitraan

Channeling effectiveness performance of Partnership Program

95,05 %

23

Kegiatan Pelatihan Mitra Binaan

Training activities for Foster Partner



MENINGKATKAN PERAN AKTIF DALAM MENCAPAI KEBERLANJUTAN BERSAMA MASYARAKAT

Encouraging Active Role in Achieving Sustainability Together with Community



Pembinaan mitra binaan di wilayah operasi UBP Bauksit
Foster partner management in Bauxite Mining Business Unit operation area

ANTAM berkomitmen memberikan manfaat yang besar bagi masyarakat di sekitar wilayah operasional Perusahaan. Kami meyakini bahwa keberhasilan suatu Perusahaan dapat diukur ketika masyarakat merasakan kontribusi yang diberikan mengarah kepada peningkatan ekonomi dan sosial yang pada akhirnya mencapai kemandirian wilayah. [103-1] [103-2]

ANTAM melakukan kegiatan operasional yang terintegrasi sehingga dapat menciptakan nilai bagi pemegang saham dan seluruh pemangku kepentingan. Kami meyakini bahwa pencapaian nilai dan kinerja ekonomi Perusahaan yang semakin membaik tidak terlepas dari dampak positif pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang semakin terpolakan yang dilakukan oleh Perusahaan.

Kami menyadari bahwa bahan tambang merupakan Sumber Daya Alam (SDA) yang tidak dapat diperbaharui. Ada masa tertentu dimana SDA tersebut akan habis, yang nantinya akan berpengaruh terhadap masyarakat sekitar wilayah operasional yang mayoritas bergantung pada kegiatan pertambangan. [103-1]

ANTAM is committed to provide great benefits to the communities surrounding the Company's operational areas. We believe that the success of a Company can be measured when people feel the contribution that is given leads to economic and social improvement which ultimately leads to regional self-reliance. [103-1] [103-2]

ANTAM carries out integrated operations so as to create value for shareholders and all stakeholders. We believe that the achievement of the value and performance of the Company's improved economy can not be separated from the positive impact of the implementation of Corporate Social Responsibility Program which is increasingly patterned by the Company.

We recognize that minerals are a non-renewable Natural Resource (SDA). There is a certain period where the SDA will be exhausted, which will affect the community around the operational area which in majority, depend on mining activities. [103-1]

Masyarakat adalah subjek utama dalam pencapaian tujuan pembangunan berkelanjutan, dan Perusahaan berupaya untuk terus meningkatkan peran dan kontribusinya dalam upaya tersebut.

Community is the main subject in achieving goals of sustainable development, and the Company seeks to continuously improve its role and contribution in these efforts.

Penting bagi kami untuk memastikan pencapaian keberlanjutan di wilayah operasional Perusahaan sehingga kami terus berupaya memenuhi harapan sosial (*social expectation*) dan saling bersinergi dengan pemerintah dan pemangku kepentingan yang secara bersama-sama bertanggung jawab melaksanakan pembangunan berkelanjutan.

Kemudian untuk menciptakan program Tanggung Jawab Sosial dan Lingkungan yang semakin terpola, ANTAM mewujudkannya melalui Rencana Induk Tanggung Jawab Sosial Perusahaan (Masterplan CSR ANTAM). Hal ini merupakan bagian dari salah satu tahapan aktivitas operasional ANTAM yang secara umum memiliki 4 (empat) tahapan yaitu: 1) tahapan eksplorasi, 2) tahapan konstruksi, 3) tahapan operasi dan produksi, dan 4) tahapan penutupan tambang dan pascatambang.

Pada setiap tahapan tersebut, ANTAM telah melakukan analisis isu strategis yang berkaitan dengan aspek keberlanjutan Perusahaan seperti pada tabel di bawah ini: [103-2] [103-3]

It is important for us to ensure sustainability in the Company's operational areas so that we can continue to meet social expectations and synergize with governments and stakeholders who are responsible for sustainable development.

Then to create an increasingly patterned Corporate Social Responsibility program, ANTAM embodies it through the Corporate Social Responsibility Master Plan. This is part of one of ANTAM's operational activities which generally have 4 (four) stages: 1) exploration stage, 2) construction stage, 3) operation and production stage, and 4) mine closure and post mining stage.

At each of these stages, ANTAM has analyzed strategic issues related to the aspect of corporate sustainability as shown in the table below: [103-2] [103-3]



Tahapan Operasi	Isu Strategis	Strategic Issues
Eksplorasi Exploration	Dukungan masyarakat atau izin sosial untuk beroperasi (<i>social license to operate</i>) dari masyarakat setempat.	Social license to operate from the local community
Konstruksi Construction	<ul style="list-style-type: none"> Tuntutan untuk mempekerjakan tenaga lokal Terjadinya proses migrasi masuk 	<ul style="list-style-type: none"> Demands to employ local labour The occurrence of migration process
Operasi dan Produksi Operation and Production	<ul style="list-style-type: none"> Pengembangan hubungan antara Perusahaan dengan pemangku kepentingan, khususnya masyarakat lokal dan instansi pemerintahan daerah. Kesenjangan antara pegawai dengan masyarakat lokal. Tuntutan untuk mempekerjakan tenaga kerja lokal & transparansi proses rekrutmen. Proses pemindahan penduduk tidak secara sukarela (<i>involuntary resettlement</i>) Pengembangan daerah yang tidak terkendali (<i>uncontrolled development</i>) akibat adanya tingkat migrasi masuk yang tinggi. Transparansi peluang bisnis untuk kelompok pebisnis lokal. Isu kerusakan dan atau pencemaran lingkungan (udara, air, tanah) sebagai dampak dari aktivitas operasi Perusahaan. Tuntutan terhadap kontribusi Perusahaan pada masyarakat lokal, termasuk program CSR atau pengembangan masyarakat. 	<ul style="list-style-type: none"> Relationship improvement between the Company and stakeholders, particularly local communities and local governments. The gap between Employee and local community. The need to employ local staff and transparency of the recruitment process. Involuntary resettlement process. Uncontrolled development due to high level of migration. Business opportunities transparency for local business community. Environmental damage or pollution issues (air, water, soil) from operational activities. The need for Company's contribution to the local community, including CSR programs or community development.
Penutupan Tambang dan Pascatambang [MM10] Mine Closure and post-Mining [MM10]	<ul style="list-style-type: none"> Pengembangan hubungan antara Perusahaan dengan pemangku kepentingan, khususnya masyarakat lokal dan instansi pemerintahan. Kerusakan dan/atau pencemaran lingkungan (udara, air, tanah) sebagai dampak dari aktivitas operasi Perusahaan. Keberlanjutan sosial ekonomi masyarakat pascatambang Dampak sosial ekonomi penutupan operasi ANTAM, termasuk dampak pengurangan tenaga kerja. Pemulihan kerusakan lingkungan dan reklamasi bekas tambang. Pemanfaatan dan atau pengalihan aset-aset Perusahaan. 	<ul style="list-style-type: none"> Relationship improvement between the Company and stakeholders, particularly local community and local government. Environmental damages and/or pollution issues (air, water, soil) from operational activities. Social-economic sustainability of the community at the post-mining stage Socio-economic impacts of ANTAM's closing operations, including the impact of reduced workforce Environmental destruction recovery and former mine reclamation. Utilization and/or transfer of Company's assets

MENJUNJUNG TINGGI NILAI ADAT ISTIADAT DAN MASYARAKAT

Tidak jarang kegiatan operasional yang kami jalankan, bersinggungan dengan masyarakat lokal yang telah mendiami wilayah tersebut jauh sebelum kami melakukan kegiatan operasional baik itu eksplorasi, konstruksi, operasi dan produksi, tahapan penutupan tambang dan pascatambang. Kami mempertimbangkan segala aspek agar kegiatan yang kami lakukan memiliki dampak minimal bagi masyarakat sekitar.

Oleh karena itu, sejak proses eksplorasi, kami melakukan komunikasi ke berbagai pemangku kepentingan. Dalam setiap tahapan operasional, kami mempertimbangkan aspek sosial, ekonomi dan budaya lokal agar keberadaan ANTAM memiliki kontribusi dan manfaat bagi pembangunan daerah serta masyarakat.

UPHOLDING CUSTOMS AND COMMUNITY VALUE

It is not uncommon for our operational activities to be in touch with local communities who have inhabited the area long before we undertook operational activities such as exploration, construction, operation and production, and closure stages of mining and post mining. We consider all aspects of our activities to ensure minimal impact on the surrounding community.

Therefore, we communicate the process, from the exploration process, to various stakeholders. In every operational phase, we consider the social, economic and cultural aspects in order for ANTAM's existence to contribute to the benefits for regional development and the community.

Melalui program CSR, kami melakukan pendampingan yang disesuaikan dengan kebutuhan masyarakat terutama program yang dijalankan berkaitan dengan mata pencaharian yang sudah turun menurun (*livinghoods*). Hal itu dilakukan sebagai upaya peningkatan serta memperkuat ekonomi masyarakat menuju kemandirian wilayah. [103-1] [103-2]

Dalam setiap pembukaan wilayah yang mengenai wilayah adat istiadat ataupun masyarakat sekitar, ANTAM melakukan pendekatan yang baik dan strategis kepada masyarakat yang telah bermukim di wilayah tersebut. Jika diperlukan, ANTAM melakukan relokasi pemukiman warga yang berada di wilayah operasional tambang dan menyediakan infrastruktur yang diperlukan bagi masyarakat tersebut.

Through the CSR program, we provide assistance tailored to the needs of the community, especially programs that are run in relation to local livinghoods. This is done as an effort to increase and strengthen the economy of the community in the achievement of the regional independence. [103-1] [103-2]

In every opening of the territory concerning the customary territory or the surrounding community, ANTAM takes a good and strategic approach to the people who have settled in the region. If required, ANTAM relocates residential areas within the mine operational area as well as providing the necessary infrastructure for the community.



Pada tahun 2017, ANTAM tidak melakukan relokasi karena tidak ada pembukaan wilayah operasional yang memerlukan pemindahan pemukiman warga.
In 2017, ANTAM did not relocate because there was no opening of operational areas that required resettlement of citizens.

PENINGKATAN KUALITAS KEHIDUPAN MASYARAKAT [103-1] [103-2]

Kami menerapkan praktik-praktik terbaik kelas dunia, termasuk dalam menjalankan program Tanggung Jawab Sosial Perusahaan (*Corporate Social Responsibility*). ANTAM memadukan perspektif global yang diselaraskan dengan konteks nasional, lokal, komitmen Perusahaan, kepentingan pemangku kepentingan, dan tujuan dari tanggung jawab sosial itu sendiri.

Komitmen ANTAM dalam menjalankan program CSR yaitu membangun serta meningkatkan kualitas kehidupan masyarakat baik ekonomi, sosial dan budaya dengan para pemangku kepentingan di seluruh wilayah operasional. Kami melakukan secara terpadu pembangunan berkelanjutan sesuai dengan hukum dan norma yang berlaku, serta menjunjung tinggi prinsip-prinsip praktik yang baik, keadilan sosial, dan keadilan lingkungan.

Dalam melaksanakan program CSR, kami melibatkan masyarakat lokal di seluruh wilayah operasional, meliputi UBP Nikel Sulawesi Tenggara, UBP Nikel Maluku Utara, UBP Emas, UBPP Logam Mulia, UBP Bauksit, dan Unit Geomin serta Kantor Pusat. Salah satu bentuk pelibatan masyarakat dalam kegiatan CSR yaitu rekrutmen tenaga kerja lokal dalam membantu pelaksanaan program CSR di masing-masing unit. Kami melibatkan diri dan terlibat dalam Musrebang (Musyawarah Rencana Pengembangan) agar kegiatan CSR sejalan dengan rencana daerah.

IMPROVING THE QUALITY OF COMMUNITY LIFE [103-1] [103-2]

We apply world-class best practices, in running the Corporate Social Responsibility (CSR) program ANTAM integrates a global perspective that is synchronized with the national and local context, corporate commitment, stakeholder interests, and objectives of the social responsibility itself.

ANTAM's commitment in running the CSR program is to build and improve the quality of community life both economically, socially and culturally with all stakeholders in all operational areas. We undertake integrated sustainable development in accordance with applicable laws and norms, and uphold the principles of good practice, social justice, and environmental justice.

In implementing the CSR program, we involve the local community in all operational areas, including Southeast Sulawesi Nickel Mining Business Unit, North Maluku Nickel Mining Business Unit, Gold Mining Business Unit, Precious Metals Processing and Refinery Business Unit, Bauxite Mining Business Unit, Geomin Unit and Head Office. Community involvement in CSR activities is the recruitment of local workers in assisting CSR program implementation in each unit. We involve ourselves and engage in Musrebang (Development Planning Meeting) so that CSR activities are in line with local plans.



Kami mempunyai rencana induk (Masterplan) CSR ANTAM yang langsung dipantau oleh Direktorat Human Capital dan CSR. Masterplan CSR ini kami buat untuk mengukur kinerja pembangunan sosial di masyarakat. Pada tahun 2017, kami melakukan revisi *roadmap* untuk menjawab tantangan dalam membangun keberlanjutan dalam mengelola bisnis pertambangan. [103-2] [103-3]

We have the Master Plan of ANTAM CSR which is directly monitored by Directorate of Human Capital and CSR. This CSR Master Plan is designed to measure the performance of social development in the community. In 2017, we undertook a roadmap revision to address the challenges in building sustainability in managing the mining business. [103-2] [103-3]

Kami memiliki prinsip keterlibatan semua pemangku kepentingan dalam pembangunan berkelanjutan di masyarakat. Dalam hal kegiatan CSR, kami terus berkontribusi dalam mendorong pemenuhan kebutuhan pemangku kepentingan yang disesuaikan dengan kemampuan perusahaan, termasuk menghormati hak komunitas, mengetahui karakteristik komunitas dalam berinteraksi, mengakui "nilai kerja" dalam bermitra, dan berinvestasi sosial untuk menghasilkan nilai tambah bagi masyarakat. [413-1]

We have the principle of involvement of all stakeholders in sustainable development in society. In terms of CSR activities, we continue to contribute to encourage the fulfillment of stakeholder needs tailored to the capabilities of the Company, including respecting community rights, recognizing the characteristics of the community in interactions, acknowledging "work value" in partnership, and social investments to generate added value for the community. [413-1]

Masterplan Program Pengembangan Masyarakat Berkelanjutan (PPMB) Sustainable Community Development Masterplan

Dalam pelaksanaan program tanggung jawab ANTAM di Masyarakat, dibagi menjadi tiga fokus :
The implementation of ANTAM's social-community responsibility programs can be categorized into three focus areas:



Program Community Development
(ComDev)
Community Development Program



Program Kemitraan dan Bina Lingkungan (PKBL)
Partnership and Community Stewardship
Program



Pascatambang
Post-mining

Kategori Program Pengembangan Masyarakat Berkelanjutan (PPMB) Program Category Sustainable Community Development Masterplan



Hubungan Masyarakat
Community Relations



Akses/Sarana kepada Masyarakat
Community Services

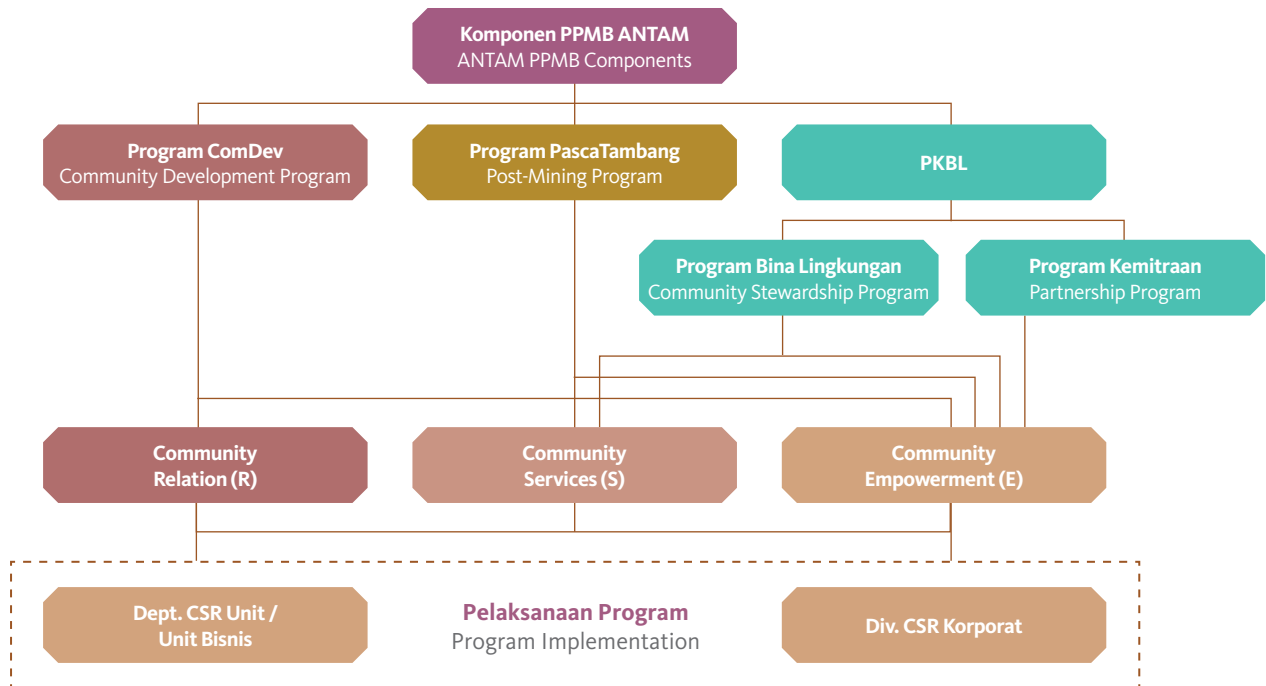


Pemberdayaan Masyarakat
Community Empowerment

1. Program pengembangan masyarakat (*Community Development*) dapat mengarah kepada *Community Relations*, *Community Services* dan *Community Empowerment*
2. Subkomponen Program Kemitraan diarahkan sepenuhnya untuk *Community Empowerment*, sedangkan program BL (Bina Lingkungan) difokuskan pada *Community Services* dan *Community Empowerment*.
3. Program pengembangan masyarakat pascatambang, sesuai dengan tujuannya diarahkan pada program *Community Empowerment* dan *Community Services*.

1. Community Development programs may consists of Community Relations, Community Services, and Community Empowerment
2. Sub-component of our Partnership programs are fully focused on Community Empowerment, whereas Community Stewardship programs are focused towards Community Services and Community Empowerment.
3. Post-mining community development programs, in line with its goals and objectives, are focused towards Community Empowerment and Community Services.

Komponen Program Pengembangan Masyarakat Berkelanjutan berdasarkan Kategori Program
Component of Sustainable Community Development Program by Program Categories



TABEL HUBUNGAN ANTARA KOMPONEN PPMB DENGAN KATEGORI KEDALAMAN HUBUNGAN DAN PELIBATAN MASYARAKAT [413-1]

RELATIONSHIPS BETWEEN PPMB COMPONENTS WITH DEPTH RELATIONSHIPS AND COMMUNITY ENGAGEMENT CATEGORIES TABLE [413-1]

No	Kategori Program Program Category	Komponen Program/Program Component				Definisi/Definition
		CD	PK	BL	PT	
1	Community Relations	√	-	-	-	<p><i>Community Relations</i> (CR) adalah semua program pengembangan masyarakat yang mempunyai orientasi utama untuk membina hubungan baik dengan pemangku kepentingan yang relevan, baik di tingkat korporat maupun unit/unit bisnis. Beberapa contoh program ini adalah: donasi kepada kelompok masyarakat & instansi pemerintah, <i>sponsorship</i> untuk kelompok pemangku kepentingan, bantuan acara keagamaan, acara adat, PHBA (Peringatan Hari Besar Agama) & PHBN (Peringatan Hari Besar Nasional).</p> <p>Community Relations (CR) is all community development programs that have a primary orientation to establish a good relationship with relevant stakeholders, at both corporate and business unit levels. Some examples of these programs are: donations to community groups and government agencies, sponsorship for stakeholder groups interests, helping with religious events, supporting cultural events, PHBA (Commemorations of Religious Holidays) & PHBN (Commemorations of National Holidays).</p>



No	Kategori Program Program Category	Komponen Program/ Program Component				Definisi/Definition
		CD	PK	BL	PT	
2	Community Services	√	-	√	√	<p><i>Community Services</i> (CS) meliputi semua program pengembangan masyarakat yang orientasi utamanya adalah menyediakan layanan sosial dasar bagi pemangku kepentingan, khususnya masyarakat di sekitar wilayah operasional ANTAM. Beberapa contohnya antara lain: pembangunan infrastruktur pendidikan, kesehatan, penunjang ekonomi, sosial budaya, olahraga, sarana ibadah dan kebencanaan, fasilitas umum & fasilitas sosial.</p> <p>Community Relations (CR) is all community development programs that have a primary orientation to establish a good relationship with relevant stakeholders, at both corporate and business unit levels. Some examples of these programs are: donations to community groups and government agencies, sponsorship for stakeholder groups interests, helping with religious events, supporting cultural events, PHBA (Commemorations of Religious Holidays) & PHBN (Commemorations of National Holidays).</p>

No	Kategori Program Program Category	Komponen Program/ Program Component				Definisi/Definition
		CD	PK	BL	PT	
3	Community Empowerment	√	√	√	√	<p><i>Community Empowerment</i> (CE) merupakan kategori program pengembangan masyarakat yang orientasi utamanya untuk memberdayakan kelompok penerima manfaat, sehingga dapat meraih kemandirian dalam jangka panjang. Beberapa contoh program ini antara lain: pendidikan & pelatihan, peningkatan kesehatan masyarakat, pengembangan Usaha Mikro Kecil dan Menengah (UMKM), konservasi kawasan, pengembangan kapasitas institusi & pemerintahan lokal.</p> <p>Community Empowerment (CE) is a category of community development programs with its main orientation to empower beneficiaries to achieve self-sufficiency in the long term. Some examples of these programs are: education and training, improvement of public health, the development of Micro, Small and Medium Enterprises (SMEs), conservation, capacity building of institutions and local governments.</p>

Investasi sosial ANTAM di tahun 2017, tercatat sebesar Rp227,49 miliar terdiri dari:
ANTAM's social investment in 2017, stood at Rp227.49 billion consisting of:



MEMBANGUN KUALITAS KEHIDUPAN YANG LEBIH BAIK BERSAMA SELURUH PEMANGKU KEPENTINGAN

ANTAM telah merumuskan arahan strategis untuk setiap subyek inti dalam ISO 26000, di mana salah satu yang mendapatkan perhatian Perusahaan adalah Pelibatan dan Pengembangan Masyarakat. Berkenaan dengan pemenuhan subyek inti tersebut, ANTAM telah merumuskannya dalam sebuah program besar yang dinamakan Program Pengembangan Masyarakat Berkelanjutan (PPMB). Melalui PPMB tersebut ANTAM berkomitmen untuk membangun kualitas kehidupan yang lebih baik bersama dengan seluruh pemangku kepentingan dimanapun ANTAM beroperasi. Adapun dua tema besar yang diangkat dalam PPMB tersebut adalah pengembangan kualitas kehidupan masyarakat secara berkelanjutan melalui pendidikan, kesehatan, ekonomi, dan sosial, serta perlindungan lingkungan dan konservasi keanekaragaman hayati.

Kami menyadari bahwa program pengembangan masyarakat akan lebih baik jika direncanakan dan dilakukan secara bersama-sama dengan seluruh pemangku kepentingan. Oleh karena itu, dalam pemilihan program pengembangan masyarakat, kami berpartisipasi dalam Musrebang daerah yang dilakukan secara berjenjang. Hal ini kami lakukan agar program yang akan berjalan nanti sejalan dengan rencana pembangunan daerah tersebut baik pembangunan infrastruktur maupun pembangunan manusianya. Kami memfokuskan tujuh bidang dalam program pengembangan masyarakat di seluruh wilayah operasional, tetapi jenis dan inisiatif program yang dijalankan berbeda satu dengan daerah disesuaikan dengan kondisi sosial dan budaya masyarakat tersebut. [413-1]

BUILDING BETTER QUALITY OF LIFE WITH ALL STAKEHOLDERS

ANTAM has formulated strategic direction for each core subject in ISO 26000, where one of the companies that get the attention is the Involvement and Community Development. With regard to the fulfillment of these core subjects, ANTAM has formulated a major program called the Sustainable Community Development Program (PPMB). Through the PPMB, ANTAM is committed to build a better quality of life along with all stakeholders wherever ANTAM operates. The two major themes raised in the PPMB are Sustainable Quality of community life through education, health, economic and social, and environmental protection and biodiversity conservation.

We recognize that community development programs will be better if planned and undertaken in conjunction with all stakeholders. Therefore, in the election of a community development program, we participate in a regional Development Planning Meetings which were conducted in multi-tier. This was done so that the program which will be implemented later in line with the regional development plan both infrastructure development and human development. We focus on seven areas of community development programs throughout the operational area, but the types and initiatives of the programs being run differ from region to region, adapted to the social and cultural conditions of the community. [413-1]



TUJUH PROGRAM BIDANG PENGEMBANGAN MASYARAKAT SEVEN COMMUNITY DEVELOPMENT PROGRAMS



Peningkatan akses dan kualitas pendidikan
Improved access and quality of education



Peningkatan akses dan kualitas layanan kesehatan
Improved access and quality of health services



Pengembangan ekonomi lokal
Development of local economy



Pelestarian nilai-nilai sosial budaya masyarakat
Preservation of socio-cultural values of the community



Konservasi dan rehabilitasi lingkungan
Environment conservation and rehabilitation



Peningkatan kapasitas kelembagaan masyarakat dan pemerintah lokal
Improved institutional capacity of communities and local government



Program pendukung pengembangan masyarakat
Community development supporting program

BIDANG PENDIDIKAN [413-1]

Bagi ANTAM, bagian terpenting dari pembangunan berkelanjutan adalah kualitas sumber daya manusia. Kami meyakini bahwa tujuan pembangunan berkelanjutan hanya dapat dicapai jika masyarakat mampu meningkatkan kapasitas, kualitas, dan kapabilitasnya. Oleh karena itu, ANTAM menjadikan bidang pendidikan sebagai program strategis yang harus menjadi prioritas di sekitar wilayah operasional Perusahaan. Tanpa adanya pendidikan yang baik untuk meningkatkan kualitas manusia yang mumpuni, tujuan pembangunan berkelanjutan yang dicanangkan tidak akan tercapai.

Beberapa permasalahan bidang pendidikan paling dominan dihadapi masyarakat di sekitar wilayah operasi Perusahaan antara lain: [413-2]

1. Keterbatasan sarana fisik berupa ruang belajar, gedung, dan pendukung pembelajaran
2. Kurangnya tenaga pengajar, baik kualitas maupun kuantitas serta tingkat kesejahteraan para pengajar khususnya tenaga pengajar honorer
3. Rendahnya kesadaran dan atau keterlibatan masyarakat pada proses penyelenggaraan pendidikan
4. Pengelolaan sekolah yang masih belum memenuhi standar
5. Kurangnya sarana belajar alternatif selain sekolah dan kegiatan ekstrakurikuler yang mendukung pengembangan karakter siswa
6. Keterbatasan akses pendidikan jenjang perguruan tinggi

SCHOOL DEVELOPMENT PROGRAM (SDP)

Salah satu program untuk menjawab beberapa permasalahan utama bidang pendidikan sebagaimana telah dibahas sebelumnya, ANTAM mengembangkan School Development Program (SDP) di UBP Nikel Maluku Utara dan UBP Nikel Sulawesi Tenggara. Program tersebut telah dilaksanakan di UBP Nikel Maluku Utara sejak tahun 2010, sedangkan di UBP Nikel Sulawesi Tenggara mulai dilaksanakan pada tahun 2016.

EDUCATION [413-1]

For ANTAM, the most important part of sustainable development is the quality of human resources. We believe that the goal of sustainable development can only be achieved if the community is able to improve its capacity, quality and capability. Therefore, ANTAM makes education as a strategic program that should be a priority around the Company's operational areas. Without a good education to improve the qualified human qualities, the goal of sustainable development that is proclaimed will not be achieved.

Some of the most dominant educational problems faced by communities around the Company's operating areas include: [413-2]

1. Limited physical facilities in the form of learning space, building, and learning support
2. Lack of teachers, both quality and quantity as well as the low level of welfare of teachers, especially the honorary teachers
3. The low level of awareness and / or involvement of the community in the process of organizing education
4. School management that have not meet the standards
5. Lack of alternative learning facilities other than schools and extracurricular activities that support the development of student character
6. limited access to college education

SCHOOL DEVELOPMENT PROGRAM (SDP)

Another program to address some of the main issues of education as discussed earlier, ANTAM develops School Development Program (SDP) in Southeast Sulawesi Nickel Mining Business Unit and North Maluku Nickel Mining Business Unit. The program has been implemented in North Maluku Nickel Mining Business Unit since 2010, while in Southeast Sulawesi Nickel Mining Business Unit began in 2016.

Dalam program SDP, pengembangan pendidikan dilakukan secara menyeluruh mulai dari pembangunan infrastruktur, penyediaan sarana prasarana pendidikan serta pengembangan suprastruktur. Pembangunan infrastruktur yang dilakukan meliputi pembangunan perpustakaan, renovasi gedung sekolah, serta penambahan ruang belajar.

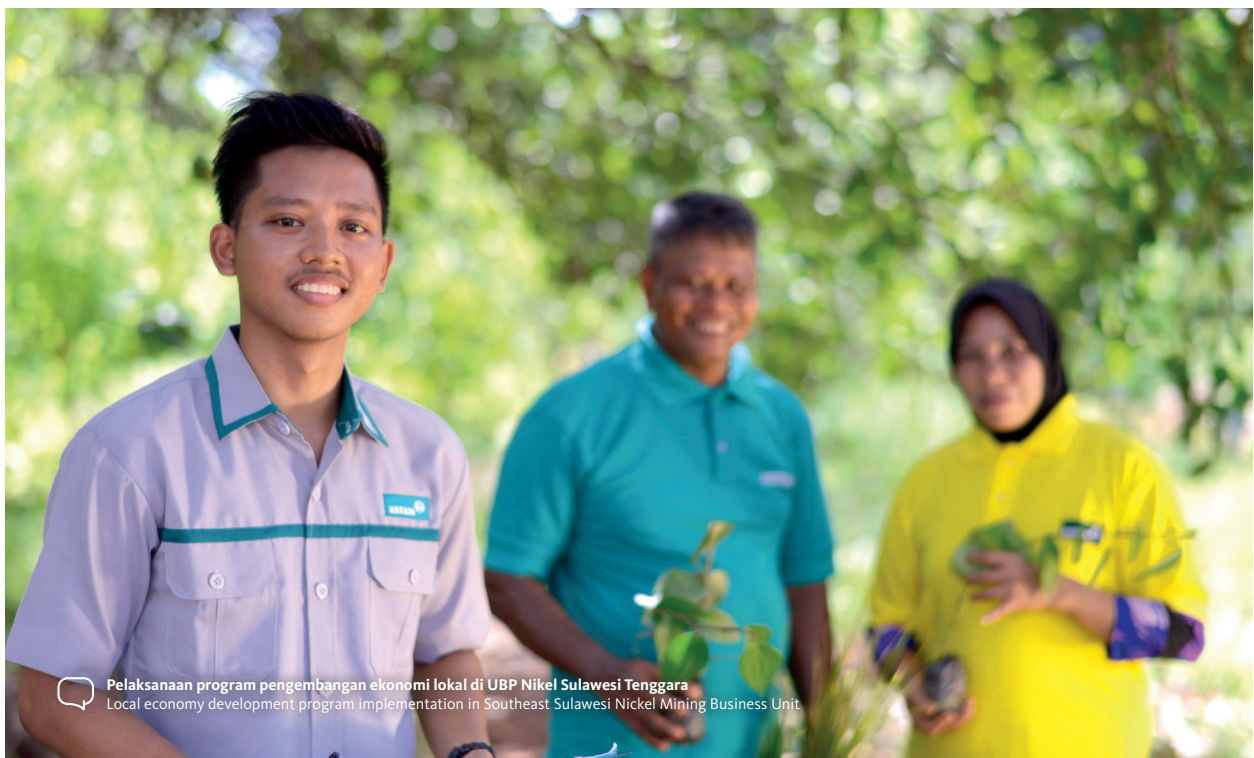
Program SDP secara perlahan membuka 'mata dan telinga' terhadap rendahnya mutu pendidikan di daerah mereka serta membangun kesadaran untuk mulai terlibat dan mau melakukan perubahan bersama dengan memberikan kontribusi baik secara moril dan materiil serta ikut serta mengawasi proses belajar mengajar di sekolah.

Melalui SDP, ANTAM telah berhasil membangun sebuah sistem yang memungkinkan sekolah melaksanakan proses belajar mengajar secara dua arah di mana Kepala Sekolah sebagai pimpinan dapat melaksanakan seluruh proses pendidikan berdasarkan standar pendidikan nasional yang berlaku dan seluruh warga sekolah terlibat, dengan memberikan ide dan gagasan dalam menentukan program kerja sekolah yang baik serta melakukan fungsi pengawasan terhadap transparansi pengelolaan manajemen sekolah. Selain itu, melalui SDP sekolah berhasil meningkatkan kompetensi guru-guru melalui berbagai program pelatihan dan sertifikasi sehingga

Through the SDP program, improvement in education is conducted in a comprehensive manner, from infrastructure development, provision of teaching tools and materials, as well as suprastructure development. The infrastructure developments which were carried out through this program includes library construction, school building renovation, and additional class rooms construction

SDP programs are slowly opening their 'eyes and ears' to the low quality of education in their area, as well as building awareness to get involved and willing to make changes together by contributing both morally and materially and participating by overseeing the teaching and learning process at school

Through the SDP, ANTAM has succeeded in establishing a system that enables schools to carry out a two-way teaching and learning process where the principal as a leader can carry out the entire educational process based on applicable national education standards and all school members are involved, by providing ideas in determining school programs and perform a supervisory function on the transparency of school management. In addition, through SDP, the school has successfully improve the competence of teachers through various training and certification programs so as to improve the quality of teaching and learning process for the better.



Pelaksanaan program pengembangan ekonomi lokal di UBK Nikel Sulawesi Tenggara
Local economy development program implementation in Southeast Sulawesi Nickel Mining Business Unit



dapat meningkatkan kualitas proses belajar mengajar menjadi lebih baik. Keterlibatan orang tua siswa juga semakin meningkat melalui program pengembangan komite sekolah. Selain pengembangan kurikulum, melalui SDP juga dilakukan berbagai program untuk mengembangkan karakter.

Pada tahun 2017 di UBP Nikel Maluku Utara terdapat 2 sekolah yang melaksanakan program SDP yaitu SMA Negeri 1 Haltim, dan SMA Negeri 12 Haltim. Program yang telah dilaksanakan selama tahun 2017 antara lain pendampingan manajemen sekolah, pameran dan kompetisi pendidikan tingkat SMP-SMA di Kecamatan Maba dan Kecamatan Kota Maba, pelatihan pemaknaan pendidikan karakter kontekstual untuk Kepala Sekolah dan Guru dengan peserta sebanyak 35 orang, program pengembangan Guru diikuti oleh 5 Guru dari SMA Negeri 12 Haltim, ICT Class, pengembangan Komite Sekolah dan pengembangan siswa meliputi pendampingan bazar kewirausahaan, ekstrakurikuler seni dan jurnalis dan kelas profesi, studi banding Kepala Sekolah dan Guru sebanyak 6 orang di tiga sekolah di Jawa Timur yaitu SMA N 1 Blitar, SMA N 1 Batu dan SMA N 3 Malang, dan pelatihan pengintegrasian penguatan pendidikan karakter dalam Rencana Pelaksanaan Pembelajaran (RPP) berbasis kelas untuk kepala sekolah dan guru dengan peserta sebanyak 50 orang.

Di UBP Nikel Sulawesi Tenggara telah dilaksanakan kegiatan pelatihan *service excellence* atau pelayanan prima bagi sekolah kepada guru-guru TK, SD dan SMP se-Kecamatan Pomalaa, Seminar *Neuro Teaching and Learning* kepada para guru TK, SD, dan SMP se-Kecamatan Pomalaa, Pelatihan Penilaian Otentik bagi para guru TK, SD dan SMP se-Kecamatan Pomalaa, Pelatihan *Leadership*, Analisis SWOT, *Workshop* pembuatan dokumen Kurikulum Tingkat Satuan Pendidikan (KTSP), *workshop* budaya dan disiplin sekolah dan seminar pengembangan *soft skill* dan *monitoring* dan evaluasi pelaksanaan program SDP di SMP ANTAM.

School Development Program dipastikan berlanjut melalui strategi; (i) Pengelolaan Pengetahuan (*Knowledge Management*) yaitu seluruh rekam jejak Program SDP terdokumentasikan dengan baik, baik secara manual (*hardcopy*) atau digital (*softcopy*). Program juga memastikan bahwa rekam jejak ini dapat diakses oleh seluruh *stakeholders* terkait dengan secara rutin melakukan sosialisasi, laporan perkembangan berkala dan presentasi gerak maju program. (ii) Replikasi Model. Program SDP membangun jejaring dan kerja sama serta melakukan advokasi kepada dinas pendidikan dan beberapa lembaga lain yang terkait agar program dapat dimasukkan sebagai sebuah agenda program

Parent involvement is also increasing through the school committee development program. In addition to curriculum development, the SDP also conducted various programs to develop character.

In the Year 2017 at North Maluku Nickel Mining Business Unit there are 2 schools that have implemented SDP program, which are SMA Negeri 1 Haltim, and SMAN 12 Haltim. Programs that have been implemented during the Year 2017 include School Management Assistance, exhibitions and junior high school education competitions in Maba sub-districts and Kota Maba sub-districts, Training of Contextual Character Education for Headmasters and Teachers with 35 participants, teachers Development Program with 5 Teachers as participants from SMA N 12 Haltim. ICT Class, School Committee Development and student development include guidance of entrepreneurial bazaar, art and journalist extracurricular and professional class, Comparative Study of headmaster and teachers as many as 6 people in three schools in East Java namely SMA N 1 Blitar, SMA N 1 Batu and SMA N 3 Malang, and Integration Training for strengthening character education in classroom based RPP for principals and teachers with 50 participants.

In Southeast Sulawesi Nickel Mining Business Unit, they have conducted excellence service training for schools to teachers of kindergartens, elementary and junior high schools in Pomalaa Sub-district, Neuro Teaching and Learning Seminars to kindergarten, elementary and junior high school teachers in Pomalaa Sub-district, Authentic Assessment Training for teachers TK, elementary and junior high schools in Pomalaa sub-district, Leadership Training, SWOT Analyst, KTSP curriculum workshop, cultural workshop and school discipline and soft skill development seminar and monitoring and evaluation of SDP program implementation at Antam Junior High School.

The School Development Program is ensured by the following set of strategy; (i) Knowledge Management, that is, the entire track record of the SDP Program is well documented either manually (*hardcopy*) or digital (*softcopy*). The Program also ensures that these track records can be accessed by all relevant stakeholders by routinely conducting socialization, periodic progress reports and program progress presentations. (ii) Model Replication. SDP programs build networking and cooperation and advocate for education offices and other related institutions in order for the program to be incorporated as an agenda of local government work programs therefore the program can be conducted in all

kerja pemerintah setempat sehingga program ini dapat dilakukan di seluruh kecamatan yang ada di Halmahera Timur, Maluku Utara dan Kolaka, Sulawesi Tenggara.

PROGRAM BEASISWA

Selain pengembangan kualitas pendidikan dari Sekolah Dasar (SD) sampai Sekolah Menengah Atas (SMA), ANTAM juga berusaha membuka akses terhadap perguruan tinggi dengan berbagai program beasiswa. Selain memberikan beasiswa regular, ANTAM juga bekerja sama dengan beberapa perguruan tinggi untuk memberikan akses khusus kepada para lulusan SMA dari sekitar daerah operasi pertambangan. Pada Tahun 2017, ANTAM melanjutkan kerja sama dengan beberapa perguruan tinggi yaitu Institut Pertanian Bogor (IPB) melalui program Beasiswa Utusan Daerah (BUD), Universitas Halu Oleo di Kendari, Universitas Sembilanbelas November (USN) Kolaka, Universitas Tanjungpura di Pontianak, dan Sekolah Tinggi Teknik Lingkungan di Yogyakarta, Universitas Jendral Soedirman di Purwokerto. Selain itu melalui Program BUMN Hadir di Kampus, pada tahun 2017 ANTAM juga memberikan beasiswa kepada 10 orang mahasiswa dari Universitas Udayana. Melanjutkan program yang telah dilaksanakan tahun sebelumnya, perhatian secara khusus juga masih diberikan kepada para mahasiswa yang berasal dari Pulau Gebe.

Selain beasiswa kepada mahasiswa S1, pada tahun 2017 ANTAM juga memberikan bantuan untuk penyelesaian studi akhir mahasiswa S2 dan S3 khususnya yang berasal dari sekitar wilayah operasi pertambangan. Selain itu, ANTAM juga menjalin kerja sama dengan Lembaga Pengelola Dana Pendidikan (LPDP) untuk memberikan akses kepada para lulusan S1 dan S2 dari sekitar wilayah operasi pertambangan untuk melanjutkan ke jenjang S2 dan S3 dengan fasilitas beasiswa dari LPDP. Melalui kerja sama tersebut, ANTAM telah melaksanakan program peningkatan kemampuan Bahasa Inggris dan teknik wawancara kepada 30 orang kandidat penerima beasiswa LPDP dari Provinsi Maluku Utara. Total penerima beasiswa ANTAM selama tahun 2017 sebanyak 1.101 orang.

sub-districts in East Halmahera North Maluku and Kolaka Southeast Sulawesi.

SCHOLARSHIP PROGRAM

In addition to developing quality education from elementary school to senior high school, ANTAM also seeks to open access to universities with various scholarship programs. In addition to providing regular scholarships, ANTAM also works with several universities to provide special access to high school graduates from around the mining operation area. In 2017, ANTAM continued to collaborate with several universities namely Bogor Agricultural University (IPB) through the Regional Ensemble Scholarship program, Halu Oleo University in Kendari, Sembilanbelas November University (USN) in Kolaka, Tanjungpura University in Pontianak and Environmental Engineering High School in Yogyakarta, General Soedirman University in Purwokerto. In addition, through the BUMN Program Present on Campus, in the Year 2017 ANTAM also provides scholarships to 10 students from Udayana University. Continuing the program that had been implemented the previous year, special attention was also given to students from the Gebe island.

In addition to scholarships to undergraduate students, in 2017 ANTAM also provides assistance for the completion of final studies of S2 and S3 students especially those from around the mining operation area. In addition, ANTAM also cooperates with Institute of Education Funds Management (LPDP) to provide access to graduates S1 and S2 from around the mining operation area to continue to S2 and S3 with scholarship from LPDP. Through this partnership, ANTAM has implemented English Language Ability Improvement Program and interview technique to 30 LPDP scholarship candidates from North Maluku Province. ANTAM scholarship program's beneficiaries in 2017 reached 1,011 students.



SINERGI DALAM PENYELENGGARAAN PENDIDIKAN VOKASI SYNERGY IN THE IMPLEMENTATION OF VOCATIONAL EDUCATION

Dalam meningkatkan kualitas keterampilan SDM lokal serta meningkatkan daya saing dalam dunia kerja, ANTAM bersama WIKA dan BLK Ternate melaksanakan kegiatan pelatihan konstruksi beton dan teknik las kepada 32 orang dari Kecamatan Maba dan Kecamatan Kota Maba. Kegiatan ini dilaksanakan selama 1,5 bulan dan ditutup pada tanggal 21 Agustus 2017 oleh Sekertaris Dinasakertrans Provinsi Maluku Utara dan GM UBP Nikel Maluku Utara, Bapak Purwanto serta Kepala BLK Ternate.

Pada Tahun 2017, UBP Nikel Sulawesi Tenggara juga menjalin kerja sama dengan BLK Provinsi Sulawesi Tenggara menyelenggarakan Pelatihan Las Karbid Berbasis Kompetensi Kejuruan di Rumah Belajar Masyarakat (RBM) Desa Sopura, Kecamatan Pomalaa, Kabupaten Kolaka, Sulawesi Tenggara. Kegiatan berlangsung sejak tanggal 10 Juli sampai dengan 1 Agustus 2017. Pelatihan diikuti oleh perwakilan dari masing-masing desa dan kelurahan se-Kecamatan Pomalaa.

In improving the quality of local human resources skills as well as improving competitiveness in the world of work, ANTAM together with WIKA and BLK Ternate conducts concrete construction training and welding techniques to 32 people from Maba and Kota Maba sub-districts. This activity was held for 1.5 months and closed on 21 August 2017 by Secretary of Labor and Transmigration Services of North Maluku Province and GM North Maluku Nickel Mining Business Unit, Mr. Purwanto and Head of BLK Ternate.

In the year 2017, Southeast Sulawesi Nickel Mining Business Unit also cooperated with BLK Southeast Sulawesi Province to held a Carbide-Based Competency Based Vocational Training at Rumah Belajar Masyarakat (RBM) Sopura Village, Pomalaa Sub-District, Kolaka District, Southeast Sulawesi. The activity took place from 10 July to 1 August 2017. The training was followed by representatives from each village and sub-district of Pomalaa sub-district.

BIDANG KESEHATAN [413-1]

Kesehatan merupakan kebutuhan dasar manusia dalam menjalankan aktivitas sehari-hari. Kami berkomitmen meningkatkan kesadaran masyarakat mengenai pentingnya kesehatan setiap individu. Kami mengarahkan kepada seluruh Pemangku Kepentingan untuk turut berpartisipasi aktif dalam upaya preventif dan promotif untuk meningkatkan kesehatan masyarakat.

Prioritas kami dalam pembangunan kesehatan masyarakat antara lain peningkatan akses dan layanan kesehatan, peningkatan kualitas layanan kesehatan masyarakat, peningkatan perilaku hidup bersih dan sehat serta peningkatan pelayanan kesehatan gratis.

Sesuai dengan prioritas tersebut, pada tahun 2017 ANTAM melaksanakan beberapa program di bidang kesehatan antara lain program rumah sehat (Rehabilitasi Rumah Tidak Layak Huni), pembangunan dan pengoperasian Puskesmas Pembantu, revitalisasi posyandu dan peningkatan kapasitas kader posyandu, pemberantasan penyakit endemik malaria, peningkatan akses pelayanan kesehatan ibu dan anak, dan pembangunan Rumah Sakit Umum (RSU) Kabupaten Kolaka.

HEALTH SECTOR [413-1]

Health is a basic human need in carrying out daily activities. We are committed to raise public awareness of the importance of individual health. We aim to all Stakeholders to actively participate in preventive and promotive efforts to improve public health.

Our priorities in community health development include increased access to health care, improving the quality of public health services, improving hygiene and healthy living behaviors and improving free health care.

In line with this priority, ANTAM will implement several programs in the health sector such as healthy house program (rehabilitation of unfit houses), construction and operation of sub health center, community health center revitalization and capacity building of community health center, eradication of malaria endemic disease, maternal and child health, and the construction of the Kolaka district general hospital.

Selain itu, pada tahun 2017 ANTAM juga melaksanakan operasi sumbing bibir di empat wilayah unit bisnis ANTAM, yaitu di Provinsi Maluku Utara, Sulawesi Tenggara, Jawa Barat, dan Kalimantan Barat. Total jumlah penerima bantuan operasi sumbing bibir adalah sebanyak 87 pasien. Kegiatan ini telah membantu masyarakat yang membutuhkan operasi sumbing bibir yang tentunya memberikan peluang lebih besar kepada para pasien sumbing bibir untuk merasakan kualitas hidup dan hubungan dengan sesama yang lebih baik.

In addition, ANTAM also conducts cleft lip surgery in four ANTAM business unit areas, namely in North Maluku, Southeast Sulawesi, West Java and West Kalimantan provinces. The total number of beneficiaries of cleft lip surgery is 87 patients. This activity has helped people in need of cleft lip surgery which certainly provides greater opportunities for patients to feel better quality of life and relationships with others.



ANTAM BERPARTISIPASI DALAM PEMBANGUNAN RUMAH SAKIT UMUM KABUPATEN KOLAKA
ANTAM PARTICIPATES IN CONSTRUCTION OF KOLAKA REGENCY GENERAL HOSPITAL

Dalam rangka meningkatkan kontribusi ANTAM dalam memberikan akses terhadap pelayanan kesehatan di Kabupaten Kolaka, ANTAM mendukung Pemda Kabupaten Kolaka untuk membangun Rumah Sakit Umum Kolaka. Dukungan tersebut diberikan dalam bentuk alokasi anggaran Pengembangan Masyarakat untuk pembangunan rumah sakit.

To increase ANTAM's contribution in providing access to health service in Kolaka District, we support the local government of Kolaka District in building Kolaka General Hospital. This support was provided in the form of Community Development budget allocation for hospital construction.

Dengan dukungan tersebut, ANTAM berharap bahwa kedepan Pemda Kabupaten Kolaka memiliki rumah sakit umum yang mampu menyediakan pelayanan paripurna (komprehensif), penyembuhan penyakit (kuratif) dan pencegahan penyakit (preventif) kepada masyarakat dengan kualitas terbaik. Rumah sakit tersebut juga diharapkan menjadi pusat pelatihan bagi tenaga kesehatan dan pusat penelitian medik sehingga pelayanan kesehatan untuk masyarakat di Kabupaten Kolaka semakin baik.

Through this support, ANTAM hopes that shortly the local government of Kolaka District may own a general hospital with a capability and best quality in providing comprehensive, curative and preventive health services for the people of Kolaka. This hospital can also serve as a training center for health professionals and a medical research center. Hence, the overall health service for the people of Kolaka can be improved.

Bagi Perusahaan, beroperasinya rumah sakit umum tersebut nantinya juga menjadi rumah sakit rujukan bagi pegawai ANTAM di UBP Nikel Sulawesi Tenggara, di mana selama ini pegawai yang memerlukan pelayanan rumah sakit harus dirujuk ke Kendari atau Makassar. Hal ini diharapkan dapat menurunkan biaya kesehatan dan meningkatkan produktivitas pegawai karena jarak yang lebih dekat dan waktu yang lebih singkat yang diperlukan oleh seorang pasien.

For the Company, this hospital will also be a reference hospital for our employees at Southeast Sulawesi Nickel Mining Business Unit, whereas previously must be referred to a farther away hospitals in Kendari city or Makassar city. Consequently, it can help us reduce our employees' health cost and improve their productivity thanks to it relatively closer location and a faster response time needed by a patient.



BERSINERGI DALAM MEMBANGUN RUMAH LAYAK HUNI SIYNERGIZE IN BUILDING A HABITABLE HOME

Rumah dan Keluarga adalah sasaran utama dalam peningkatan kesehatan dan kesejahteraan masyarakat. Kesehatan dan kesejahteraan masyarakat bermula dari setiap rumah tangga. Oleh karena itu, rumah yang sehat dan layak huni merupakan syarat mutlak untuk terciptanya masyarakat yang sehat dan sejahtera. Namun demikian, masih terdapat rumah tangga yang belum mampu menyediakan rumah sehat yang layak untuk dihuni oleh anggota keluarganya. Menyadari hal tersebut, ANTAM berusaha untuk memberikan kontribusi dan dukungan kepada pemerintah dalam menyediakan rumah layak huni. Melalui program CSR, ANTAM melakukan program bantuan membedah rumah tidak layak huni menjadi rumah layak huni. Pada tahun 2017, program tersebut diselenggarakan di UBP Nikel Sulawesi Tenggara dan UBP Emas.

Di UBP Nikel Sulawesi Tenggara, program rumah layak huni dilakukan bersama dengan Dinas Perumahan Rakyat Kabupaten Kolaka, kelompok masyarakat pemerhati rumah mandiri, karang taruna, TNI, Polri dan KNPI serta masyarakat setempat. Program ini adalah salah satu bentuk sinergitas para *stakeholder*. Dalam program ini, ANTAM menyediakan bahan bangunan serta perabot di dalam rumah, sementara Pemkab Kolaka, dalam hal ini Dinas Perumahan Rakyat dan Kawasan Pemukiman bersama masyarakat yang dikoordinir oleh Kelompok Masyarakat Pemerhati Rumah Mandiri (Pokmas Mandiri) menyediakan tenaga kerjanya dibantu oleh POLRI, TNI, Karang taruna, dan Organisasi Masyarakat lainnya.

Home and Family is the main target in improving people's health and welfare. The health and welfare of the community stems from every household. Therefore, a healthy and livable home is an absolute requirement for the creation of a healthy and prosperous society. Nevertheless, there are still households that have not been able to provide a healthy home that is suitable to be occupied by members of his family. Realizing this, ANTAM strives to contribute and support the government in providing a decent home. Through the CSR program, ANTAM conducts dissemination program of uninhabitable house to become habitable. In 2017, the program will be held at the Southeast Sulawesi Nickel Mining Business Unit and the Pongkor Gold Mining Business Unit.

In Southeast Sulawesi Nickel Mining Business Unit, the program of habitable home is done together with Kolaka District Housing Office, community groups of independent houses, youth group, TNI, Polri and KNPI as well as local community. This program is one of the synergy of the stakeholders. In this program, ANTAM provides building materials and furniture in the house, while the Kolaka regency, in this case the Office of Public Housing and Settlement Area with the community coordinated by the Community Monitoring Group Mandiri (Pokmas Mandiri) provides its workforce assisted by POLRI, TNI, Karang Taruna, and other Community Organizations.

BIDANG PENGEMBANGAN EKONOMI LOKAL [413-1]

Dalam upaya menciptakan kesejahteraan dan kemandirian masyarakat, ANTAM melakukan berbagai program untuk pengembangan ekonomi masyarakat dengan memanfaatkan potensi lokal yang ada di setiap wilayah operasi Perusahaan. Berdasarkan *social mapping* dan pemetaan terhadap kebutuhan dan aset yang dimiliki oleh masyarakat, selanjutnya ANTAM melibatkan diri bersama-sama masyarakat untuk menyusun program pengembangan ekonomi masyarakat sesuai sumber daya yang tersedia.

Di setiap unit bisnis, ANTAM melakukan program inkubator usaha sesuai dengan potensi lokal yang dimiliki oleh masyarakat. Dengan program tersebut kami berusaha untuk memunculkan sumber-sumber ekonomi baru di luar pertambangan. Inkubator usaha tersebut nantinya diharapkan dapat membuka peluang usaha baru bagi masyarakat dan sekaligus menjadi cikal bakal pengganti industri pertambangan pada saat sumber daya mineral di wilayah tersebut sudah habis cadangannya. Dengan demikian, pertumbuhan di wilayah tersebut tidak akan berhenti meskipun sudah tidak ada lagi usaha pertambangan nantinya.

Bidang usaha yang telah diinisiasi selanjutnya terus dilakukan pembinaan dan dilakukan kurasi terhadap para pelaku usaha. Para pelaku usaha yang lolos tahap kurasi dan layak untuk dibina lebih lanjut, selanjutnya dijadikan mitra binaan dan mendapatkan akses permodalan melalui Program Kemitraan.

Beberapa bidang usaha yang dikembangkan melalui program inkubator usaha yaitu pertanian organik di Tayan, budidaya ikan keramba di Pongkor, pengolahan ikan di Saramake Halmahera Timur, dan pengolahan sago di Pomalaa. Melanjutkan tahun sebelumnya, program sulam khas Kalimantan Barat juga dilaksanakan dengan memberikan pelatihan dan kesempatan bagi para pelaku usaha untuk mengembangkan usahanya dengan diversifikasi produk dan mengembangkan jaringan pemasaran.

LOCAL ECONOMIC DEVELOPMENT SECTOR [413-1]

In an effort to create community welfare and independence, ANTAM undertakes various programs for the economic development of communities by utilizing local potentials that exist in every area of the Company's operations. Based on the social mapping and mapping of the needs and assets owned by the community, then ANTAM involve themselves together to develop community economic development programs in accordance with available resources.

In each business unit, ANTAM conducts business incubator programs in accordance with local potentials owned by the community. With the program, we strive to generate new economic resources outside mining. The business incubator will be expected to open new business opportunities for the community and at the same time become the forerunner of the mining industry when the mineral resources in the region have exhausted its reserves. Thus, growth in the region will not stop even after the mining business no longer exists.

The field of business that has been initiated, we continue to provide guidance and curation to the business actors. Entrepreneurs who pass the curation stage and are eligible for further guidance, are made as partners and given access to capital through the Partnership Program.

Several business fields developed through the business incubator program are organic farming in Tayan, Pambor fish cultivation, fish processing in East Halmahera Saramake, and sago processing in Pomalaa. Continuing the previous year, the West Kalimantan embroidery program was also implemented by providing training and opportunities for business actors to develop their products with product diversification and develop marketing network.



PENGEMBANGAN INKUBATOR USAHA PRODUK OLAHAN IKAN LAUT (UBP NIKEL MALUKU UTARA)

DEVELOPMENT OF BUSINESS INVENTORY INCUBATOR PRODUCTS (NORTH MALUKU NICKEL MINING BUSINESS UNIT NORTH MALUKU)

Maluku Utara merupakan salah satu provinsi di Indonesia yang memiliki luas wilayah sebagian besar adalah laut. Provinsi ini sejak lama dikenal sebagai lumbung ikan nasional dan destinasi wisata yang cukup populer di Indonesia dan dunia (Burung Bidadari dan Pulau Morotai).

Ruang lingkup kegiatan pengembangan inkubator usaha produk ikan laut mencakup sosialisasi kegiatan pemberdayaan masyarakat periode 2017 kepada Dinas Kelautan dan Perikanan Kabupaten Halmahera Timur dan masyarakat binaan, edukasi penyuluhan berkaitan dengan pelestarian lingkungan dan sumber daya ikan kepada kelompok nelayan dan masyarakat, penguatan produk ikan teri mentah dan olahan, pembentukan koperasi, pelatihan manajemen mutu, perawatan sarana dan prasarana penangkapan, pelatihan pencatatan keuangan kepada pengurus koperasi dan sertifikasi halal untuk produk ikan teri monge serta pengembangan jaringan pasar.

Kegiatan inkubator usaha di Saramaake diawali dengan melakukan kegiatan sosialisasi dan diskusi dengan Pemerintah Daerah Halmahera Timur dalam hal ini Dinas Perikanan dan Kelautan yang selanjutnya dilanjutkan ke Pemerintah Desa Saramaake beserta dengan masyarakat pemilik bagan ikan. Langkah pertama yang dilakukan kepada masyarakat pemilik bagan ikan adalah:

1. Melakukan pelatihan penguatan produk ikan teri mentah dan olahan antara lain penataan dan penambahan tempat jemuran dan terpal, pembuatan rumah produksi.
2. Pelatihan dan Praktek Diversifikasi Produk Olahan, meliputi: pengolahan sambal teri, pengolahan amplang cumi, pengolahan dendeng ikan macecina, perlengkapan dan peralatan diversifikasi produk, analisa kandungan gizi AGK dan Label, Pemantapan produk olahan *fish stick*.
3. Peningkatan Higienitas Tempat Produksi
4. Pemeliharaan Peralatan Produksi
5. Pengadaan Genzet 5KVA/4000W, MCB dan Stabilizer 1000 V
6. PIRT dan Sertifikasi Halal
7. Edukasi Lingkungan dan Sumber Daya Perairan.

North Maluku is one of the provinces in Indonesia which consists mostly of the sea. This province has long been known as a national fish barn and a popular tourist destination in Indonesia and the world (Bidadari birds and Morotai Island).

The activity scope of Incubator Development of marine fish product business includes socialization of community empowerment activities for the period of 2017 to the Department of Marine and Fisheries of East Halmahera Regency and the community, educational extension related to environmental conservation and fish resources to fishermen and community groups, strengthening raw anchovy products and processed, cooperative formation, quality management training, maintenance of facilities and infrastructure of arrest, training of financial recording to cooperative management and halal certification for monge product and development of market network.

The business incubator activity in Saramaake was initiated by conducting socialization and discussion with the East Halmahera Regional Government in this case the Fisheries and Maritime Office which was then continued to the Saramaake village government along with the fish owner community. The first step that can be done to the fish owners is:

1. To train the reinforcement of raw anchovy and processed products which include arrangement and addition of clothesline and tarpaulin, and the making of production house.
2. Diversification Training and Practice of Processed Products, including: Processing of anchovy, Squid Reflection Processing, macecina fish jerky processing, product diversification equipment and equipment, nutritional analysis (AGK) and Label, Consolidation of processed fish stick products.
3. Improvement of Production House's Hygiene
4. Maintenance of Production Equipment
5. Procurement of Genzet 5KVA / 4000W, MCB and Stabilizer 1000 V
6. PIRT and Halal Certification
7. Education Environment and Water Resources



YUK, NABUNG EMAS DI PROGRAM NYIMAS LET' SAVE GOLD WITH NYIMAS PROGRAM

Corporate Social Responsibility (CSR) UBPP Logam Mulia melakukan inovasi program. Program ini merupakan inisiasi dari CSR UBPP Logam Mulia dengan Mitra Binaan CSR UBPP Logam Mulia yaitu Rumah Kreatif Bersatu Nusantara Pulo Kambing. Di Pulo Kambing sendiri terdapat berbagai macam kegiatan, di mana seluruh kegiatan tersebut didukung oleh CSR UBPP Logam Mulia. Adapun kegiatan tersebut seperti Koperasi (yang sekarang sudah menjadi koperasi syariah), Bank Sampah, Hidroponik, Guna Ulang, dan Nyimas (Nycil Emas).

Nyimas merupakan inovasi dari Koperasi dan Bank Sampah Pulo Kambing. Program ini merupakan salah satu program pengembangan ekonomi masyarakat sekitar wilayah operasi Perusahaan, berkolaborasi dengan Mitra Binaan CSR UBPP Logam Mulia yaitu Koperasi Bersatu Kerabat Pulo Kambing (KBKPK). Mitra Binaan yang telah dibina oleh ANTAM UBPP Logam Mulia sejak tahun 2014 ini merupakan *partner* dari Program *Community Development*. Berdiri sejak tahun 2014, dan mulai dibina oleh UBPP Logam Mulia, Mitra Binaan ini memulai kegiatannya di bidang ekonomi dan lingkungan dengan tujuan utamanya adalah peningkatan pendapatan masyarakat sekitar dengan memanfaatkan sampah yang ada di sekitar rumah menjadi sesuatu yang bernilai ekonomi. Diawali dengan kegiatan Bank Sampah dan Koperasi, dari awal berdiri sampai dengan saat ini, Koperasi Bersatu Kerabat Pulo Kambing telah memiliki 20 Orang Pengurus dan lebih dari 900 nasabah, baik nasabah Bank Sampah maupun Koperasi.

Pada awal tahun 2017, UBPP Logam Mulia berinisiasi untuk melakukan sinergi antara *Community Development* dengan *core business* ANTAM UBPP Logam Mulia yaitu penjualan logam mulia (emas batangan). Pengembangan jumlah nasabah KBKPK yang cukup pesat menjadi sebuah peluang besar untuk meningkatkan pasar ANTAM UBPP Logam Mulia. Masyarakat yang menjadi nasabah KBKPK diberikan fasilitas dan kemudahan untuk belajar dan berinvestasi Logam Mulia dengan cara menyicil. Koperasi Bersatu Kerabat Pulo Kambing memberikan fasilitas kepada masyarakat untuk dapat memiliki logam mulia dengan cara yang sangat mudah.

Nyimas merupakan salah satu program unggulan CSR UBPP Logam Mulia yang bertujuan untuk mengedukasi masyarakat tentang pentingnya berinvestasi logam mulia dan memberikan wadah kepada masyarakat untuk dengan mudah memiliki logam mulia. Melalui lembaga binaan CSR UBPP Logam Mulia yaitu Koperasi Bersatu Kerabat Pulo Kambing masyarakat bisa menyicil secara harian Logam Mulia yang mereka inginkan, mulai dari bobot 1 gram hingga yang terbesar 1.000 gram (1 Kg). Bukan hanya itu, CSR UBPP Logam Mulia bersama dengan KBKPK memberikan kemudahan lainnya, masyarakat yang ingin menjadi nasabah Nyimas tapi mereka tidak mampu menyicil harian dengan uang tunai dapat diganti dengan sejumlah sampah yang sudah terpilah untuk dikonversikan ke dalam nominal cicilan emas hariannya. Singkatnya, menukar sampah menjadi emas.

Bahkan para nasabah juga dapat memadukan kedua metode angsuran tersebut. Jika nasabah yang menabung dengan sampah, namun nominal penukaran sampahnya masih kurang dengan jumlah cicilan hariannya maka nasabah dapat menambah kekurangannya dengan uang tunai. Cara tersebut merupakan hasil integrasi program antara Koperasi dengan Bank Sampah Pulo Kambing. Dengan program tersebut, masyarakat dapat dua keuntungan sekaligus yaitu lingkungan bersih dan meningkatnya ekonomi masyarakat melalui investasi emas.

Corporate Social Responsibility (CSR) Precious Metals Processing and Refinery Business Unit creates a program innovation. This program is the initiation of Precious Metals Processing and Refinery Business Unit CSR partner, the Creative House of Unity Nusantara in Pulo Kambing. In Pulo Kambing itself there are various activities, where all activities are supported by Precious Metals Processing and Refinery Business Unit CSR. The activities such as cooperatives (which now has become a sharia cooperative), Trash Bank, Hydroponics, Reuse, and Nyimas (Gold Installment).

Nyimas is an innovation from cooperatives and Pulo Kambing Trash Bank. This program is one of the economic development programs of the community surrounding the Company's operational area, in collaboration with the Precious Metals Processing and Refinery Business Unit CSR Partner, the Koperasi Bersatu Kerabat Pulo Kambing (KBKPK). Partners who have been mentored by ANTAM Precious Metals Processing and Refinery Business Unit since 2014 is a partner of the Community Development Program. Established in 2014 and started by Precious Metals Processing and Refinery Business Unit, the Precious Metals Processing and Refinery Business Unit CSR partners partners started their activities in the economic and environmental field with the main objective of increasing the income of surrounding communities by utilizing the waste around the house to be something of economic value. Beginning with the activities of Garbage Bank and Cooperatives, from its inception until now, Koperasi Kerabat Pulo Kambing already has 20 Board Members and more than 900 customers, both customers of the Trash Bank and the Cooperatives.

In early 2017, Precious Metals Processing and Refinery Business Unit initiated to conduct synergy between Community Development with core business of ANTAM Precious Metals namely sales of precious metals (gold bullion). The rapid development of the number of customers is a great opportunity to improve the market of ANTAM Precious Metals Processing and Refinery Business Unit. Communities who become customers of KBKPK are given supports and facilities to learn and invest in Precious Metals by installments. Koperasi Bersatu Kerabat Pulo Kambing provides facilities to the community to be able to have precious metals in a very easy way.

Nyimas is one of the leading CSR programs of Precious Metals Processing and Refinery Business Unit which aims to educate the public about the importance of investing precious metals and provide a container to the community to easily have precious metals. Through the institute of Precious Metals Processing and Refinery Business Unit CSR, the KBKPK, the community can pay the daily amount of Logam Mulia they want, from 1 gram to the largest 1,000 grams (1 Kg). Not only that, Precious Metals Processing and Refinery Business Unit CSR together with KBKPK provide other facilities, people who wish to be Nyimas customers but they can not afford the daily installment with cash can be replaced with the amount of waste that has been sorted to be converted into nominal daily installment of gold. In short, swapping trash into gold.

Even customers can also combine the two methods of installment. If the customer is saving with garbage, but the nominal exchange of garbage is still less with the amount of daily repayment then the customer can add the shortage with cash. This is the result of the integration of the program between the Cooperative and the Pulo Kambing Trash Bank. With the program, the community can have two advantages simultaneously namely the clean environment and the increasing economy of the community through gold investment.



SWASEMBADA BENIH PADI VARIETAS UNGGUL KECAMATAN NANGGUNG SELF-SUFFICIENCY OF RICE SEEDS OF SUPERIOR VARIETIES OF NANGGUNG SUB-DISTRICT

UBP Emas membuat terobosan dengan program yang mengacu pada *Sustainable Development Goals* (SDG's) pilar kedua yaitu "Tanpa Kelaparan" dengan menargetkan swasembada benih padi varietas unggul di Kecamatan Nanggung, Bogor, Jawa Barat. Program ini juga mendukung visi Kabupaten Bogor "Menjadi Kabupaten Termaju di Indonesia".

UBP Emas memperkenalkan teknik penangkaran benih padi varietas unggul sehingga masyarakat lokal mampu memproduksi benih sebar (*extension seeds*) berlabel biru yang memiliki produktivitas lebih tinggi dan juga lebih kuat terhadap serangan penyakit dan hama.

Kegiatan ini mampu meningkatkan produktivitas hasil panen petani berupa Gabah Kering Giling (GKG) sebesar 71,4% dan juga berhasil menurunkan penggunaan pupuk anorganik/pupuk kimia jenis NPK dan Urea sebesar 2.000 kg atau setara dengan 200 kg/hektar setiap masa panennya.

Gold Mining Business Unit made a breakthrough with the program that refers to Sustainable Development Goals (SDG's) the second pillar which is "Without Famine" by targeting self-sufficiency of rice seed of superior variety in Nanggung Subdistrict, Bogor, West Java. This program also supports the vision of Bogor Regency "Becoming the Most Expensive District in Indonesia".

Gold Mining Business Unit introduces superior rice seed breeding techniques so that local people are able to produce blue labeled seeds (*extension seeds*) that have higher productivity and are also stronger against disease and pest attacks.

This activity is able to increase the productivity of farmer's crop in the form of dry milled grain (GKG) of 71.4% and also succeeded in decreasing the use of inorganic fertilizers / chemical fertilizers of NPK and Urea type of 2,000 kg or equivalent to 200 kg/hectare per harvest period.

BIDANG SOSIAL BUDAYA [413-1]

Kondisi sosial yang baik dan kekayaan budaya masyarakat lokal yang dapat mendukung aktivitas Perusahaan merupakan aspek yang sangat penting, dan sebaliknya keberadaan Perusahaan harus dapat menciptakan kondisi sosial yang baik dan mendorong pelestarian budaya sebagai salah satu kekuatan untuk mencapai tujuan pembangunan berkelanjutan. Hubungan yang harmonis antara Perusahaan dan seluruh *stakeholder* mutlak diperlukan untuk mendorong terbentuknya sinergi seluruh *stakeholder*. Menyadari hal tersebut, kami menekankan pendekatan yang konstruktif dengan pemangku kepentingan di wilayah operasional Perusahaan dan berkomitmen untuk bersama-sama seluruh *stakeholder* menciptakan kondisi iklim sosial yang kondusif, penuh kebersamaan, dan memelihara tatanan sosial budaya masyarakat di sekitar daerah operasi Perusahaan. [203-1]

Beberapa aktivitas yang kami lakukan di tahun 2017 di sekitar wilayah operasi Perusahaan disesuaikan dengan kondisi sosial budaya setempat antara lain:

1. Pembangunan sarana dan prasarana adat, keagamaan dan olahraga.
2. Keikutsertaan dalam kegiatan Peringatan Hari Besar Agama dan Peringatan Hari Besar Nasional.
3. Pelestarian adat istiadat komunitas dengan keikutsertaan dalam upacara adat dan pentas seni.
4. Mensponsori berbagai *event* olahraga.
5. Penguatan kelembagaan adat, dan
6. Pembinaan sosial kemasyarakatan.

SOCIO-CULTURAL SECTOR [413-1]

Good social conditions and cultural wealth of local communities that can support the Company's activities are very important aspects, and vice versa. The existence of the Company must be able to create good social conditions and encourage cultural preservation as one of the strengths to achieve sustainable development goals. A harmonious relationship between the Company and all stakeholders is absolutely necessary to encourage the formation of synergies of all stakeholders. Recognizing this, we emphasize constructive approaches with stakeholders in the Company's operational areas and commit to bringing together all stakeholders creating conducive, cohesive social climate conditions and maintaining the socio-cultural order of communities around the Company's operating areas [203-1]

Some of the activities we conducted in the Year 2017 around the Company's operating areas are adapted to local socio-cultural conditions such as:

1. The development of customary facilities, infrastructure and sport
2. Participation in the commemoration of the National Religious Day and the National Day.
3. Preservation of community customs with participation in traditional ceremonies and art performances.
4. Sponsoring various sporting events
5. The strengthening of customary institutions, and
6. Community social development.

GAWAI DAYAK (UBP BAUKSIT)

Gawai Dayak merupakan acara tahunan yang diselenggarakan untuk melestarikan kekayaan budaya Suku Dayak di Kalimantan Barat. ANTAM memberikan dukungan dengan selalu partisipasi dalam pelaksanaan gelaran tahunan tersebut baik di tingkat Kabupaten Sanggau maupun di tingkat provinsi.

Tema Gawai Dayak tahun 2017 adalah “Dengan Semangat Pekan Gawai Dayak, Kita Tingkatkan Toleransi dalam Keberagaman” dan Sub Tema “Melalui Seni dan Budaya Dayak Dapat Menjadi Perikat Kehidupan Berbangsa dan Bernegara Khususnya di Kalimantan dan di Kalimantan Barat”.

Hal yang istimewa di Pekan Gawai Dayak ke-32 yang diselenggarakan pada tanggal 20 hingga 27 Mei 2017 ini adalah kedatangan tamu istimewa dari Suku Indian (Amerika), Suku Maori dan Selandia Baru, dan masyarakat Dayak dari Malaysia. Kegiatan yang dilakukan dalam Gawai Dayak tersebut antara lain lomba permainan rakyat, lomba seni rupa, pertunjukan seni, lomba lagu Dayak, sastra lisan, musik sape', genggong, lomba peragaan busana, lomba menumbuk dan menampi padi, lomba kuliner khas Dayak, dan pemilihan Bujang Dara Gawai.

Penyelenggaraan Pekan Gawai Dayak ini memberikan dampak positif bagi pelestarian dan perkembangan seni budaya dan pariwisata, serta meningkatkan persatuan dan kesatuan seluruh masyarakat dan *stakeholder* di Kalimantan Barat untuk bersama-sama membangun Kalimantan Barat secara berkelanjutan.

FESTIVAL LEGU GAM (TERNATE)

Provinsi Maluku Utara memiliki kekayaan sejarah dan budaya yang patut dibanggakan dan harus dilestarikan sebagai modal untuk melaksanakan pembangunan berkelanjutan. Provinsi yang sampai saat ini masih memiliki 4 kesultanan yang tetap eksis dengan kekayaan adat istiadat dan budayanya ini pernah menjadi salah satu wilayah di Nusantara yang dikenal di seluruh dunia karena kekayaan rempah-rempahnya. Keempat Kesultanan yaitu Kesultanan Ternate, Tidore, Jailolo, dan Bacan di wilayah yang dikenal dengan Moloku Kie Raha ini pernah mengalami kejayaan di masa lalu yang dapat menjadi pengingat bagi generasi saat ini dan yang akan datang untuk mewujudkan kembali kejayaan di Provinsi Maluku Utara.

Dalam rangka mendukung pelestarian sejarah dan budaya dan sekaligus promosi pariwisata di Maluku Utara, ANTAM selalu berpartisipasi dalam Festival Legu Gam yang merupakan pesta rakyat Maluku Utara yang penyelenggaraannya dipusatkan di Kota Ternate. Tahun 2017 tema Festival Legu Gam adalah

GAWAI DAYAK (BAUXITE MINING BUSINESS UNIT)

Gawai Dayak is an annual event held to preserve the cultural treasures of the Dayak tribe in West Kalimantan. ANTAM provides support with always participation in the implementation of the annual event at both Sanggau and Provincial level.

The theme of the Gawai Dayak in 2017 is “With the Spirit of the Gawai Dayak Week, We Increase Tolerance in Diversity” and Sub Themes “Through Art and Culture Dayak Can Become the Unity of the State and Nations, Specifically in Kalimantan and West Kalimantan” held on 20-27 May 2017.

The special thing in the 32nd of Gawai Dayak is the arrival of special guests from Indian (American) Tribes, Maori Tribes and New Zealand, and Dayaks from Malaysia. Activities included in the Gawai Dayak are the folk's game competitions, art competitions, art performances, Dayak song competition, oral literature, sape ' music, genggong, fashion show competition, punching and paddy competition, Dayak special culinary competitions, and Bujang Dara Gawai pageant competition.

The organizing of the Gawai Dayak has resulted in a positive impact on the preservation and development of cultural arts and tourism, as well as increasing the unity of all communities and stakeholders in West Kalimantan to jointly build West Kalimantan in an ongoing basis.

LEGU GAM FESTIVAL (TERNATE)

North Maluku province has a wealth of history and culture to be proud of and should be preserved as a capital to implement sustainable development. Currently, North Maluku province has four sultanates (Ternate, Tidore, Jailolo, and Bacan) that still exist with its rich culture and customs. If you look at history, Malut Province once became one of the areas in the archipelago known throughout the world because of the richness of its spices. This region known as Moloku Kie Raha has experienced glory in the past which can be a reminder for the current and future generation to re-establish the glory in North Maluku Province.

In order to support the preservation of history and culture as well as tourism promotion in North Maluku, ANTAM always participates in the Legu Gam Festival which is a North Maluku folklore whose organizing is centered in Ternate City. In 2017 the theme of the Legu Gam Festival is the Expedition



Ekspedisi Jalur Rempah di Negeri Para Raja. Festival dibuka pada tanggal 1 April 2017 di Lapangan Ngaro Lamo Soasio Ternate oleh Gubernur Maluku Utara dan dihadiri oleh Sultan 4 kerajaan di Moloku Kie Raha, para Bupati dan Walikota.

Selain sebagai sarana untuk memelihara kekayaan budaya, Festival Legu Gam Tahun 2017 ditujukan untuk memberikan kontribusi positif terhadap kunjungan wisatawan sehingga potensi wisata di Maluku Utara semakin dikenal baik di tingkat nasional maupun internasional. Beberapa agenda yang dilaksanakan dalam Festival Legu Gam tahun 2017 antara lain: Legu Gam Expo, Panggung Budaya, Pawai Obor, Legu Gam Space Trail, Kegiatan Ritual Adat, Seminar, Karnaval dan berbagai kegiatan seni budaya lainnya.

Keterlibatan ANTAM dalam Festival Legu Gam merupakan bentuk komitmen ANTAM dalam melestarikan kekayaan sejarah dan budaya sekaligus kontribusi ANTAM dalam memajukan industri pariwisata di Maluku Utara.

of the Spice Route in the Land of Kings. The festival opened on April 1st 2017 at Ngaro Lamo Soasio Ternate Square by the Governor of North Maluku and attended by the sultan of four kingdoms in Moloku Kie Raha, the Regents and Mayors.

Aside from being a means to preserve cultural richness, the Festival of Legu Gam 2017 was aimed to make a positive contribution to the tourist visit so that tourism potential in North Maluku is getting well known both nationally and internationally. Some of the agenda held in the Festival of Legu Gam in 2017 include: Legu Gam Expo, Cultural Stage, Torch Parade, Legu Gam Space Trail, Indigenous Ritual Activities, Seminars, Carnival and other cultural arts activities.

ANTAM's involvement in the Legu Gam Festival is ANTAM's commitment to preserve historical and cultural wealth as well as ANTAM's contribution in advancing the tourism industry in North Maluku.

BIDANG KONSERVASI DAN REHABILITASI LINGKUNGAN [304-1]

Pencapaian pembangunan berkelanjutan dalam industri pertambangan sangatlah menantang dan terkait erat dengan daya dukung lingkungan, mengingat aktivitas pertambangan selalu dikaitkan dengan perubahan bentang alam yang berpotensi merubah daya dukung lingkungan. Dalam *Sustainable Development Goals*, setidaknya terdapat 5 tujuan yang berkaitan langsung dengan lingkungan hidup yaitu, Tujuan ke-6 (*Clean Water & Sanitation*), 7 (*Affordable & Clean Energy*), 13 (*Climate Action*), 14 (*Life Below Water*) dan 15 (*Life on Land*), dimana ANTAM sebagai Perusahaan pertambangan memiliki potensi untuk memberikan kontribusi dalam pencapaian tujuan-tujuan tersebut.

Selain upaya pelestarian lingkungan melalui penerapan *best mining practices*, ANTAM juga secara aktif berbagai program kerja sama dengan para Pemangku Kepentingan untuk tetap menjaga kelestarian lingkungan.

ANTAM mendorong beberapa program strategis dalam upaya menjaga dan melestarikan lingkungan dalam bentuk:

1. Program konservasi sumber daya air melalui kegiatan Rehabilitasi Lahan dan Hutan Lindung di Daerah Aliran Sungai (DAS) Kapuas di Kalimantan Barat, program Cikaniki bersih di Pongkor, dan konservasi bantaran sungai Ciliwung di Srengseng Sawah di Jakarta.
2. Program konservasi energi dan promosi energi terbarukan.
3. Rehabilitasi terhadap kerusakan lingkungan, dengan melakukan rehabilitasi lahan terganggu, kawasan hutan, daerah aliran sungai, kawasan pesisir, termasuk lahan kritis lainnya.
4. Konservasi dan pelestarian keanekaragaman hayati di kawasan konservasi dan kawasan lainnya.
5. Berkontribusi terhadap penanggulangan masalah perubahan iklim dan pemanasan global melalui inisiatif mitigasi dan adaptasi.
6. Penyelenggaraan pendidikan lingkungan hidup.
7. Pengelolaan sampah terpadu berbasis komunitas.
8. Revitalisasi dan pemberdayaan masyarakat bekas penambangan tanpa izin.

Kami secara aktif terlibat dengan para pemangku kepentingan melakukan berbagai inisiatif dan program di bidang pelestarian lingkungan hidup sebagai wujud kepedulian dan tanggung jawab Perusahaan terhadap pencapaian tujuan pembangunan berkelanjutan khususnya yang terkait dengan daya dukung lingkungan. Selain itu, adanya kegiatan di bidang lingkungan ini masyarakat merasakan manfaat ekonomi dan sekaligus sebagai bagian keterlibatan Perusahaan bersama seluruh *stakeholder* dalam meningkatkan kesadaran terhadap pentingnya menjaga dan meningkatkan daya dukung dan kelestarian lingkungan.

ENVIRONMENT CONSERVATION AND REHABILITATION SECTOR [304-1]

The achievement of sustainable development in the mining industry is very challenging and closely linked to the carrying capacity of the environment, since mining activities are always related to changes in landscapes that potentially alter the environmental carrying capacity. In Sustainable Development Goals, there are at least 5 objectives that are directly related to the environment, namely the 6th (Clean Water & Sanitation), 7 (Affordable & Clean Energy), 13 (Climate Action), 14 (Life Underwater) and 15 (Life on Land), where ANTAM as a mining Company has the potential to contribute to the achievement of these objectives.

In addition to environmental conservation efforts through the implementation of best mining practices, ANTAM is also actively working with various stakeholders' programs to maintain environmental sustainability.

ANTAM encourages several strategic programs to safeguard and preserve the environment in the form of:

1. Water resources conservation program through Kapuas Watershed rehabilitation in West Kalimantan, clean cikaniki program at Pongkor, and conservation of Ciliwung river banks in Srengseng Sawah in Jakarta
2. Energy conservation programs and promotion of renewable energy
3. Rehabilitation on environmental damage, by rehabilitating disturbed land, forest areas, watersheds, coastal areas, including other critical lands.
4. Conservation of biodiversity in conservation areas and other areas.
5. Contribution to the prevention of climate change and global warming issues through mitigation and adaptation initiatives.
6. Implementation of environmental education.
7. Community-based integrated waste management.
8. Revitalization and empowerment of post- illegal mining communities.

We are actively involved with all stakeholders conducting various initiatives and programs in the field of environmental conservation as a form of concern and responsibility of the Company towards the achievement of sustainable development objectives, especially those related to environmental carrying capacity. In addition, the existence of activities in the field of this environment, the people will feel the economic benefits and the belonging as part of corporate involvement with all stakeholders in raising awareness of the importance of maintaining and increasing the carrying capacity and environmental sustainability.



PEMBERDAYAAN EKONOMI MASYARAKAT KOLAKA, ANTAM USUNG PROGRAM AGROFORESTRI ECONOMIC EMPOWERMENT IN KOLAKA COMMUNITY, ANTAM IMPLEMENTS AGROFORESTRY PROGRAM

PT ANTAM Tbk UBP Nikel Sulawesi Tenggara bekerja sama dengan Operasi Wallacea Terpadu (OWT) mengembangkan program kemitraan dalam rangka peningkatan ekonomi masyarakat melalui Usaha Tani Kebun Campur (agroforestri) sebagai mitigasi perubahan iklim di Kolaka. Tujuan dari program ini adalah terbangunnya sumber mata pencaharian lestari rendah emisi dan adaptif terhadap perubahan iklim berbasis agroforestri (kebun campuran).

Program agroforestri ini merupakan bagian dari komitmen ANTAM untuk pemberdayaan ekonomi masyarakat, dan juga merupakan bagian dari aspek mitigasi perubahan iklim lingkungan. Harapannya kerja sama dengan OWT dan pemerintah setempat ini bisa memberikan dampak positif bagi masyarakat kelompok penerima manfaat dari program CSR.

Selain itu, harapannya program ini bisa berkelanjutan dan meningkatkan partisipasi masyarakat serta sinergi dengan pemerintah dapat berjalan demi meningkatkan ekonomi masyarakat.

Program ini juga mendapat apresiasi dari pemerintah daerah karena dapat memberikan manfaat bagi masyarakat dalam rangka peningkatan ekonomi dan kesejahteraan.

Adapun beberapa tahapan kegiatan yang sudah dilakukan adalah:

1. Sosialisasi dan koordinasi di tingkat desa tentang pengembangan mata pencaharian masyarakat berbasis agroforestri.
2. Studi diagnostik potensi dan permasalahan pengembangan mata pencaharian agroforestri.
3. Memfasilitasi berbagai pelatihan tentang agroforestri.
4. Memfasilitasi pembangunan Persemaian Desa.
5. Memfasilitasi pengembangan pupuk dan pestisida organik.
6. Memfasilitasi penerapan agroforestri yang meliputi pendampingan kegiatan penanaman, penyulaman, dan pemupukan tanaman inti dan sela seperti jenis cabai atau tanaman lainnya serta pendampingan pemanenan tanaman sela.
7. Pembuatan film tentang praktik cerdas tentang pengembangan mata pencaharian lestari berbasis agroforestri.
8. Pembuatan manual pengembangan mata pencaharian lestari.
9. Melakukan ekspose dan pameran praktik cerdas pengembangan agroforestri.
10. Pengembangan manajemen pemasaran.

PT ANTAM Tbk Southeast Sulawesi Nickel Mining Business Unit in collaboration with Integrated Wallacea Operations (OWT) develops a partnership program to improve the economy of the community through Mixed Agroforestry Farming as climate change mitigation in Kolaka. The objective of the program is to build a sustainable, low-emission and sustainable livelihood source for agroforestry-based climate change.

This agroforestry program is part of ANTAM's commitment to community economic empowerment, and is also part of the environmental mitigation aspect of climate change. It is hoped that cooperation with OWT and local government can provide a positive impact on the beneficiary community of the CSR program.

In addition, we hope of this program can be sustainable and continue to increase public participation and synergy with the government in order to improve the economy of the community.

This program also received appreciation from the local government because of the benefit it can provide for the community in order to improve the economy and prosperity.

As for several stages of activities that have been done are:

1. Socialization and coordination at the village level on the development of community-based agroforestry livelihood.
2. Potential diagnostic studies and problems of agroforestry livelihood development.
3. Facilitate various trainings on agroforestry
4. Facilitate the building of the Village Nursery
5. Facilitate the development of organic fertilizers and pesticides
6. Facilitate the application of agroforestry which includes assistance of planting activities, embroidery, and fertilization of core and intercropping crops such as chilli or other plant species and harvesting assistance of intercropping plants.
7. Making films about smart practices on sustainable livelihood development based on agroforestry
8. Making sustainable livelihood development manuals
9. Conducting exposures and exhibits smart practices of agroforestry development
10. Development of marketing management

PROGRAM PENGUATAN KAPASITAS KELEMBAGAAN MASYARAKAT [413-1]

Kelembagaan masyarakat baik formal maupun informal sangat diperlukan dalam menjaga keberlangsungan aktivitas pembangunan berkelanjutan. Kelembagaan yang baik memainkan peran penting dalam menjaga efektivitas setiap program pembangunan, sehingga kami merasa perlu untuk berkontribusi dalam memberikan pelatihan maupun pengetahuan yang sistematis kepada masyarakat menuju kemandirian ekonomi, sosial, ekonomi, dan aspek individu lainnya. Bersama-sama seluruh *stakeholder*, kami selalu mendorong sinergi dalam pelaksanaan program pengembangan masyarakat.

Beberapa program dalam upaya peningkatan kapasitas kelembagaan masyarakat yang dilakukan oleh ANTAM pada tahun 2017 antara lain:

1. Dukungan dan pendampingan terhadap pembentukan dan pengembangan lembaga BUMDes dan Koperasi di UBP Nikel Sulawesi Tenggara, UBP Nikel Maluku Utara, UBP Bauksit, UBP Emas.
2. Dukungan terhadap peningkatan kapasitas kelembagaan pemerintahan desa dan adat, khususnya berkenaan dengan pengembangan untuk penguatan kapasitas staf desa melalui pelatihan dan studi banding.
3. Kontribusi terhadap peningkatan kualitas sarana prasarana lembaga pemerintahan, komunitas dan kelembagaan adat antara lain pembangunan gedung dan pagar, dan bantuan komputer.
4. Peningkatan kapasitas penyelenggara pemerintahan daerah melalui program Regional Economic Development Strategy.

COMMUNITY INSTITUTIONAL CAPACITY BUILDING PROGRAM [413-1]

Institutional community both formal and informal is needed in maintaining the continuity of sustainable development activities. Good institutions play an important role in safeguarding the effectiveness of any development program, so we feel that it is necessary to contribute in providing systematic training and knowledge to the community toward economic, social, economic, and other individual aspects of independence. Together with all stakeholders, we always encourage synergy in the implementation of community development programs.

Some of the programs in ANTAM's institutional capacity building efforts in 2017 include:

1. Support and mentoring to the establishment and development of BUMDES and Cooperatives in Southeast Sulawesi Nickel Mining Business Unit, North Maluku Nickel Mining Business Unit, Gold Mining Business Unit, Precious Metals Processing and Refinery Business Unit.
2. Support for improving the institutional capacity of village and customary government, particularly with regard to the development for strengthening the capacity of village staff through training and comparative studies.
3. Contribution to improving the quality of infrastructure facilities of government institutions, communities and indigenous institutions such as building and fencing, and computer assistance.
4. Improving the capacity of local government officials through the Regional Economic Development Strategy program.



REGIONAL ECONOMIC DEVELOPMENT STRATEGY BAGI PENYELENGGARA PEMERINTAHAN DAERAH REGIONAL ECONOMIC DEVELOPMENT STRATEGY FOR LOCAL GOVERNMENT

Untuk membantu Pemerintah Daerah di sekitar wilayah operasi Perusahaan dalam memajukan pembangunan daerahnya, ANTAM mengikutsertakan beberapa Kepala Daerah dan atau Kepala SKPD dari beberapa daerah di sekitar daerah operasi Perusahaan untuk mengikuti program *Regional Economic Development Strategy* (REDS). Program ini adalah program kerja sama antara University of California Los Angeles (UCLA) dengan INADATA Consulting dari California dan Institut Pertanian Bogor untuk memperkenalkan praktik-praktik terbaik dalam perencanaan dan pelaksanaan pembangunan daerah di USA umumnya, dan California khususnya.

REDS adalah program eksekutif bersertifikat "REGIONAL ECONOMIC DEVELOPMENT STRATEGY: Sinergi Pemerintah Daerah, Sektor Usaha, dan Perguruan Tinggi dalam Membangun Daerah." Program ini dirancang oleh pakar-pakar ekonomi Indonesia dan Amerika Serikat dan diselenggarakan di California, Amerika Serikat.

Dalam kegiatan ini beberapa penyelenggara pemerintahan di daerah-daerah sekitar operasi Perusahaan berkesempatan untuk kuliah di University of California Los Angeles (UCLA), salah satu universitas terkemuka di dunia dan diskusi dengan pemerintah daerah, pelaku bisnis, serta kunjungan ke sentra-sentra industri, bisnis, pertanian, pengembangan masyarakat (*community development*), pariwisata, dan pemerintahan di California.

Beberapa topik yang dipelajari oleh para peserta dalam program REDS antara lain :

- Pembangunan Daerah/Kota yang Berbasis Manusia
- Pemajuan Sektor Usaha dan Iklim Bisnis di Daerah/Kota
- Lembaga Keuangan dan Investasi dalam Membangun Daerah
- Berbagai Alternatif Pembiayaan Pembangunan Daerah/Perkotaan
- Kontribusi Mega Bisnis di Daerah dalam Membangun Pembangunan Daerah di California
- Data Analisis, Sistem Informasi Manajemen, dan Perencanaan Strategis Pembangunan Daerah/Kota
- Strategi Pengembangan Zona-zona Bisnis, Perumahan, dan Fasilitas Umum di Daerah

Dengan mengikutsertakan para penyelenggara pemerintahan daerah di sekitar daerah operasi Perusahaan, diharapkan terjadi peningkatan kapasitas dalam melaksanakan pembangunan berkelanjutan di daerah masing-masing sehingga dapat memberikan kontribusi lebih baik dalam pencapaian tujuan pembangunan berkelanjutan.

To assist Local Governments in the vicinity of the Company's operational area in advancing its regional development, ANTAM includes several regional heads and/or SKPD Heads from several regions around the Company's operations to participate in the Regional Economic Development Strategy (REDS) program. This program is a collaborative program between the University of California Los Angeles (UCLA) with INADATA Consulting from California and the Bogor Institute of Agriculture to introduce best practices in regional development planning and implementation in the USA generally, and California in particular.

REDS is a certified executive program "REGIONAL ECONOMIC DEVELOPMENT STRATEGY: Synergy of Regional Government, Business Sector, and University in Building the Area." This program is designed by Indonesian and US economic experts and held in California, USA.

In this activity several government officials in the surrounding areas of the Company's operations had the opportunity to study at the University of California Los Angeles (UCLA), one of the world's leading universities and discussions with local governments, business people, and visits to industry centers, businesses, agriculture, community development, tourism, and governance in California.

Some of the topics studied by participants in the REDS program include:

- Human-Based Regional / City Development
- Business Sector and Business Climate Promotion in Regions / Cities
- Financial Institution and Investment in Developing Area
- Alternative Financing of Regional / Urban Development
- Contribution of Mega Business in the Region in Developing Regional Development in California
- Data Analysis, Management Information Systems, and Strategic Planning of Regional / City Development
- Strategy Development of Business Zones, Housing and Public Facilities in the Region

By involving local government organizers in the vicinity of the Company's operations area, it is expected to increase capacity in carrying out sustainable development in their respective regions so as to contribute better to the achievement of sustainable development objectives.


Manfaat Ekonomi Berkelanjutan
Sustainable Economic Benefits


Kinerja Kami Melestarikan Lingkungan
Our Endeavor in Preserving the Environment


Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat
Encouraging Active Role in Achieving Community Sustainability


Merekrut dan Mengembangkan Talenta Insan ANTAM
Recruiting and Developing Talents of ANTAM's Employees


Pengelolaan Keselamatan Pertambangan Berkelanjutan
Sustainable Mining Safety Management



 Kelembagaan masyarakat di UBP Bauksit Tayan mendukung upaya pembangunan berkelanjutan
Institutional community in UBP Bauksit Tayan support the sustainable development activities.



PROGRAM KEMITRAAN DAN BINA LINGKUNGAN [413-1]

ANTAM terus berkomitmen melaksanakan Program Kemitraan dan Bina Lingkungan (PKBL) dalam rangka membangun kualitas kehidupan yang lebih baik bersama para Pemangku Kepentingan di manapun beroperasi untuk mencapai tujuan pembangunan berkelanjutan sesuai dengan hukum dan norma yang berlaku, serta menjunjung tinggi prinsip-prinsip praktik usaha yang baik, keadilan sosial, dan keadilan lingkungan.

PROGRAM KEMITRAAN

Program Kemitraan (PK) adalah program untuk meningkatkan kemampuan usaha mikro dan kecil agar menjadi tangguh dan mandiri. Usaha kecil yang dimaksud adalah usaha rakyat yang memenuhi ketentuan Program Kemitraan sesuai Peraturan Menteri BUMN No. PER-02/MBU/7/2017 Pasal 3. Hal ini berkaitan pula dengan tujuan pembentukan BUMN yang dijelaskan dalam Undang-Undang No. 19 Tahun 2003 Pasal 2 ayat (1) bahwa agar BUMN turut aktif memberikan bimbingan dan bantuan kepada pengusaha golongan ekonomi lemah, koperasi, dan masyarakat.

Dalam pelaksanaannya, Program Kemitraan difokuskan untuk pengembangan Usaha Mikro dan Kecil (UMK) yang dimulai dari pemberian pinjaman modal usaha dengan biaya administrasi ringan dan disertai dengan pendampingan dan pembinaan. Kemudian para pengusaha mikro dan kecil yang ikut serta dalam Program Kemitraan disebut Mitra Binaan.

Untuk menambah pengetahuan Mitra Binaan dalam mengembangkan usahanya, ANTAM melaksanakan berbagai pelatihan mengenai manajemen usaha, motivasi usaha, serta *benchmarking* ke beberapa pengusaha sukses. Sedangkan dalam memberikan kesempatan kepada Mitra Binaan untuk mempromosikan produk dan untuk memperluas pasar, ANTAM mengikutsertakan para Mitra Binaannya untuk berpartisipasi dalam pameran berskala nasional dan internasional.

PARTNERSHIPS AND COMMUNITY STEWARDSHIP PROGRAM [413-1]

ANTAM continues to commit to implement the Partnership and Community Stewardship Program (PKBL) in order to build a better quality of life with the Stakeholders wherever it operates to achieve sustainability development goals in accordance with applicable laws and norms, and uphold the principles of good business practice, social justice, and environmental justice.

PARTNERSHIP PROGRAM

Partnership Program (PK) is a program to improve the ability of micro and small enterprises to be strong and independent. The small business in question is a people's business that meets the requirements of the Partnership Program according to the Minister of SOE Regulation no. PER-02/MBU/7/2017 Article 3. This relates also to the purpose of the establishment of the SOEs described in Law no. 19 of 2003 Article 2 paragraph (1) that SOEs also actively provide guidance and assistance to weak economic entrepreneurs, cooperatives, and communities.

In its implementation, the Partnership Program is focused on the development of Micro and Small Enterprises (SMEs) starting from the provision of business capital loans with low administrative costs and accompanied by mentoring and guidance. Then the micro and small entrepreneurs who participated in the Partnership Program are called Foster Partner.

To increase the knowledge of foster partner in developing their business, ANTAM conducts various training on business management, business motivation, and benchmarking to several successful entrepreneurs. Meanwhile, in providing opportunities to Partners to promote products and to expand the market, ANTAM invites its Partners to participate in exhibitions nationally and internationally.

PAMERAN YANG DIKUTI OLEH MITRA BINAAN ANTAM THE EXHIBITION FOLLOWED BY ANTAM'S FOSTER PARTNERS

No.	Event	Lokasi
1.	Borneo Expo	Pontianak Convention Center Pontianak, Kalimantan Barat West Kalimantan
2.	The 11 st Indonesia International AGRINEX Expo	Jakarta Convention Center Jakarta Pusat Central Jakarta, DKI Jakarta
3.	INACRAFT 2017 - The 19 th Jakarta International Handicraft Trade Fair	Jakarta Convention Center Jakarta Pusat Central Jakarta, DKI Jakarta
4.	Adiwastra Nusantara 2017	Jakarta Convention Center Jakarta Pusat Central Jakarta, DKI Jakarta
5.	1 Dasawarsa SMESCO Indonesia 2017	Kawasan SMESCO Indonesia Jakarta Selatan South Jakarta, DKI Jakarta
6.	ANTAM Festival 2017 – HUT ANTAM ke-49	Gedung ANTAM Jakarta Selatan South Jakarta, DKI Jakarta
7.	Exploring Batik Bogor Expo	Botani Square Mall Kota Bogor, Jawa Barat West Java
8.	Indonesia Business & Development Expo	Jakarta Convention Center Jakarta Pusat Central Jakarta, DKI Jakarta
9.	Crafina 2017 – The 10 th Resources of Indonesian Craft Trade Fair, Series of Inacraft	Jakarta Convention Center Jakarta Pusat Central Jakarta, DKI Jakarta
10.	Indonesia CSR Award Expo 2017	Balai Kartini Jakarta Selatan South Jakarta, DKI Jakarta
11.	HUT Kolaka Expo 2017	Lapangan Gelora Balandete Kab. Kolaka, Sulawesi Tenggara Kolaka Region, South East Sulawesi
12.	HUT Sulawesi Tenggara Expo 2017	Tugu Religi Alun-alun Kendari Kota Kendari, Sulawesi Tenggara Kendari, South East Sulawesi
13.	Budaya Borneo Expo	Taman Mini Indonesia Indah Jakarta Timur East Jakarta, DKI Jakarta

Secara rinci, kegiatan PK meliputi penyaluran pinjaman modal usaha, pendampingan, pembinaan yang dilaksanakan dalam bentuk pelatihan, motivasi usaha, dan pengembangan pemasaran produk sampai Mitra Binaan mampu untuk mandiri. Melalui PK, ANTAM berupaya mendorong pertumbuhan kegiatan ekonomi masyarakat di sekitar wilayah operasi yang merupakan bagian dari komitmen Perusahaan dalam peningkatan kesejahteraan masyarakat.

Pada tahun 2017 PK ANTAM fokus pada pengembangan kelompok usaha di wilayah operasi. Penyaluran dana PK terbagi menjadi tujuh sektor yakni industri, perdagangan, perkebunan, peternakan, pertanian, perikanan dan jasa. ANTAM berfokus pada pengembangan kluster-kluster usaha, untuk mendapatkan dampak positif yang meliputi efisiensi pengawasan, kemudahan koordinasi dan komunikasi dengan Mitra Binaan.

In detail, PK activities include lending of venture capital, assistance, coaching conducted in the form of training, business motivation, and product marketing development until foster partner is able to be self-sufficient. Through PK, ANTAM seeks to encourage the growth of economic activities of communities in the vicinity of the operation areas that are part of the Company's commitment to improving the people's welfare.

In 2017 PK ANTAM focuses on the development of business groups in the operating area. The distribution of PK funds is divided into seven sectors namely industry, trade, plantation, livestock, agriculture, fishery and services. ANTAM focuses on the development of business clusters, to obtain positive impacts that include monitoring efficiency, ease of coordination and communication with the foster partner.



PELATIHAN UNTUK KEMANDIRIAN TRAINING FOR INDEPENDENCE

PELATIHAN MANAJEMEN PEMASARAN (UBP NIKEL MALUKU UTARA)

Dengan semakin menjamurnya pelaku Usaha Kecil Menengah (UKM) di Halmahera Timur sebagai efek dari makin pesatnya pertumbuhan ekonomi dan kebutuhan akan barang sembako serta kebutuhan lain untuk keperluan sehari-hari, yang merupakan faktor utama sebagian masyarakat yang hidup di sekitar lingkaran tambang untuk merintis usaha yang bersentuhan dengan hal tersebut.

Salah satu kendala yang cukup besar adalah kurangnya pengetahuan akan pengelolaan keuangan dalam menjalankan usaha-usaha tersebut yang menyebabkan kurang maksimalnya perkembangan usaha itu sendiri. Maka, melalui Program Kemitraan mencoba memberikan solusi sebagai salah satu bentuk tanggung jawab *monitoring* ke Mitra Binaan yang bergerak di bidang usaha tersebut.

Dengan menggandeng Balai Latihan Kerja (BLK) Ternate dan Dinas Perindustrian Provinsi Maluku Utara untuk menjadi motivator dalam *workshop* yang mengusung tema "Manajemen Pemasaran Usaha Kecil Menengah".

Melihat besarnya antusiasme dari para Mitra Binaan yang bergerak disektor UKM untuk mengikuti *workshop* tersebut maka kegiatan ini dibagi dua. Yakni *Batch 1* tanggal 29 November 2017 untuk wilayah Kecamatan Maba dan sekitarnya dengan jumlah 98 peserta Mitra Binaan dan dilanjutkan *Batch 2* pada keesokan harinya yaitu tanggal 30 November 2017 untuk wilayah Kecamatan Wasile dan sekitarnya yang diikuti 109 peserta Mitra Binaan.

PELATIHAN BUDIDAYA IKAN AIR TAWAR (UBP NIKEL MALUKU UTARA)

Seiring dengan perkembangan ekonomi yang menyebabkan tingginya permintaan pasar akan konsumsi ikan air tawar di Halmahera Timur serta masih sangat kurangnya minat dan pengetahuan tentang tata cara Budidaya yang benar, ANTAM melakukan kerja sama dengan Balai Perikanan Budidaya Air Tawar (BPBAT) Tatelu, Sulawesi Utara.

Melalui kerja sama ini, ANTAM mengadakan pelatihan yang melibatkan 20 orang Mitra Binaan yang bergerak di sektor tersebut yang tersebar di Kecamatan Maba dan Kecamatan Wasile.

Kegiatan yang berlangsung maraton selama dua hari tersebut berada di bawah bimbingan Tim BPBAT Tatelu mulai dari proses pembuatan kolam hingga proses pemasaran hasil budidaya.

MARKETING MANAGEMENT TRAINING (NORTH MALUKU NICKEL MINING BUSINESS UNIT)

With the increasing number of small and medium entrepreneurs in East Halmahera as an effect of the rapid growth of the economy and the need for basic food items and other necessities for everyday purposes, which is a major factor for some communities living around the mine to start a business that comes into contact with that matter.

One major obstacle is the lack of knowledge of financial management in carrying out these efforts that lead to a lack of maximum development of the business itself. Thus, the Partnership Program tries to provide solutions as one form of monitoring responsibility to Partners in this field of business.

By partnering with the Training Center (BLK) Ternate and North Maluku Province Industry Office to become a motivator in the workshop that carries the theme "Management of Small and Medium Enterprise Marketing".

Seeing the magnitude of enthusiasm from the foster partners assisted by SME sector to participate in the workshop, this activity is divided into two. Namely Batch 1 dated November 29, 2017 for Maba and surrounding areas with the number of 98 Participants Partners and continued with Batch 2 on the next day which is November 30, 2017 for Wasile district and surrounding areas with 109 participants of the BDS Partners.

FRESHWATER FISH CULTIVATION TRAINING (NORTH MALUKU NICKEL MINING BUSINESS UNIT)

Along with the economic development that led to high market demand for freshwater fish consumption in East Halmahera and still very lack of interest and knowledge about the correct way of cultivation, ANTAM cooperates with Freshwater Aquaculture Center (BPBAT) Tatelu, North Sulawesi.

Through this partnership, ANTAM conducted training involving 20 foster partners in the sector which spread in Maba Sub-district and Wasile Sub-district.

The two-days marathon activities are under the guidance of BPBAT Tatelu team from the process of making the pond to the marketing process of the cultivation.



KINERJA PROGRAM KEMITRAAN

Fokus utama pembinaan Mitra Binaan antara lain melakukan kegiatan pelatihan, *benchmarking*, pameran produk, dan kegiatan lainnya yang ditujukan untuk meningkatkan *entrepreneurship* dan keterampilan Mitra Binaan serta meningkatkan kualitas produk dan pemasaran sehingga diharapkan usaha para Mitra Binaan semakin berkembang.

Kinerja Program Kemitraan dapat dilihat dari PK Rate yang merupakan cerminan dari tingkat penyaluran (Efektivitas) dan tingkat pengembalian (Kolektibilitas) dana Program Kemitraan. Bila dalam melaksanakan usahanya, mitra binaan sudah mengikuti pembinaan namun masih mengalami kesulitan dalam pengembalian pinjaman, maka akan dilakukan pemulihan pinjaman dengan cara penjadwalan ulang pinjaman (*rescheduling*) dan penyesuaian persyaratan pinjaman (*reconditioning*).

PARTNERSHIP PROGRAM PERFORMANCE

The main focus of coaching partners is to conduct training, benchmarking, product exhibition, and other activities aimed at improving entrepreneurship and partner skills and improving product and marketing quality so that the foster partners are expected to grow.

The Partnership Program performance can be seen from PK Rate which is a reflection of the channeling rate (Effectiveness) and the rate of return (Collectibility) of Partnership Program funds. If in the course of conducting the business, the foster partners assisted by the coaching is still having difficulty in repaying the loan, the loan will be recovered by rescheduling and reconditioning.

Kinerja Program Kemitraan tahun 2017 Partnership Program Performance 2017

95,05%

Kinerja Efektivitas penyaluran mencapai 95,05%
The effectiveness of channeling performance reached 95,05%

Rp 17,93 miliar
million

Total penyaluran dana Program Kemitraan Rp17,93 miliar
Total funding for Partnership Program is Rp17.93 billion

Rp 6,38 miliar
million

Total Penyaluran Dana Program Bina Lingkungan Rp6,38 miliar
Total Disbursement of Community Stewardship Program Rp6.38 billion.

75,26%

Kinerja Kolektibilitas sebesar 75,26%
Collectibility Performance reached 75,26%

594

Dana Program Kemitraan disalurkan kepada
Partnership Program funds were distributed to 594 Foster Partners

23

Kegiatan Pelatihan Mitra Binaan
Training activities of Foster Partner

BINA LINGKUNGAN

Dalam mengembangkan program ataupun penyaluran dana Bina Lingkungan, kami memfokuskan pada hal-hal berikut, antara lain: Bencana Alam, Pendidikan, Peningkatan Kesehatan, Pengembangan Prasarana dan/atau Sarana Umum, Pelestarian Alam, Sarana Ibadah dan Bantuan Sosial Kemasyarakatan dalam rangka pengentasan kemiskinan.

COMMUNITY STEWARDSHIP

In developing the program or channeling of Community Stewardship funds, we focus on the following issues: Natural Disasters, Education, Health Improvement, Infrastructure Development and/or Public Facilities, Nature Conservation, Religious Facilities and Social Assistance in the context of poverty alleviation.



BANTUAN ELEKTRIFIKASI UNTUK MASYARAKAT DI KECAMATAN MABA ELECTRIFICATION ASSISTANCE FOR COMMUNITIES IN MABA SUB-DISTRICT

Listrik sangat dibutuhkan oleh masyarakat lebih khusus masyarakat di wilayah lingkaran tambang Kecamatan Maba dan Kota Maba yang selama ini baru merasakan pelayanan listrik hanya 12 jam. Selain sebagai penerangan pada malam hari juga untuk menunjang kegiatan usaha masyarakat dan aktivitas lainnya. Berdasarkan usulan dari beberapa elemen masyarakat maka dilakukan Rapat Lintas Koordinasi tentang Penambahan Jam Operasional PLN menjadi 24 jam.

Mengacu dari hal tersebut, maka Pemerintah Kecamatan Maba mengajukan permohonan ke ANTAM UBP Nikel Maluku Utara untuk mendukung program elektrifikasi listrik masyarakat 12 Desa di Kecamatan Maba dan Kota Maba. Melalui alokasi dana Bina Lingkungan Tahun 2017 PT ANTAM Tbk memberikan bantuan dukungan program elektrifikasi tersebut kepada Pemerintah Kecamatan Maba.

Pada tanggal 19 Desember 2017 secara simbolis dilakukan peresmian pos dan operasi listrik dari 12 jam ke 24 jam di Kecamatan Maba dan Kecamatan Kota Maba oleh Bupati Halmahera Timur. Melalui bantuan dari PT ANTAM Tbk diharapkan dapat membantu masyarakat untuk memanfaatkan pelayanan listrik PLN yang sudah beroperasi selama 24 jam untuk semakin meningkatkan usaha dan pendapatan sehingga kesejahteraan hidup dapat meningkat.

Electricity is needed by the community, more specifically the people residing in the mining area of Maba District and Maba City which has only felt the electricity service for 12 hours. Electricity becomes important for the community as a source of lighting at night and supporting business activities of the community and to perform various other activities. Therefore, based on the proposals from several elements of society, Cross Coordination Meeting was then conducted concerning the addition of PLN Operational Hours to 24 hours.

Referring to this matter, Sub-district Government of Maba apply to ANTAM North Maluku Nickel Mining Business Unit to support electrical elective program of society of 12 Villages in Maba Sub-district and Kota Maba. Through the allocation of Community Stewardship funds in 2017 PT ANTAM Tbk provides assistance to support the electrification program to the Government of Maba sub-districts.

On December 19, 2017 a symbol of post and electrical operations from 12 hours to 24 hours in Maba District and Kota Maba by East Halmahera Regent was held. Through the help of PT ANTAM Tbk it is expected to help the public to utilize PLN electricity service that has been operating for 24 hours to further increase business and income so that the welfare of life can also be increased.

PEMBANGUNAN GEDUNG PAUD DESA PEKAULANG (UBP NIKEL MALUKU UTARA) CONSTRUCTION OF PAUD BUILDING PEKAULANG VILLAGE (NORTH MALUKU NICKEL MINING BUSINESS UNIT)

Dalam rangka meningkatkan mutu belajar Pendidikan Anak Usia Dini (PAUD) sesuai dengan Program Pemerintah Pusat dan Pemerintah Daerah, maka perlu untuk dibangun gedung Pendidikan Anak Usia Dini (PAUD). Adapun PAUD AL-FIKRI Desa Pekaulang, belum memiliki gedung bangunan sendiri dan masih menggunakan ruangan belajar yang sangat kecil, sedangkan setiap tahunnya siswa-siswi semakin bertambah banyak sehingga proses belajar mengajar menjadi terganggu.

Masyarakat Desa Pekaulang melalui Pemerintah Desa, mengajukan permohonan bantuan dana pembangunan gedung PAUD yang merupakan salah satu program infrastruktur pendidikan wilayah ring 1. Sesuai dengan RKA Bina Lingkungan (BL) tahun 2017, ANTAM membantu pembangunan Gedung PAUD Al Fikri Desa Pekaulang. Melalui bantuan ini, diharapkan dapat membantu Desa Pekaulang untuk mempercepat pembangunan PAUD sehingga Sekolah PAUD tersebut dapat segera meningkatkan kualitas pendidikan anak sejak usia dini.

In order to improve the quality study of Early Childhood Education (PAUD) in accordance with the Program of Central Government and Local Government, it is necessary to build Early Childhood Education building (PAUD). As for PAUD AL-FIKRI Pekaulang Village, they do not have their own building building yet and still utilizing very small study room, whereas every year the students increase which result in teaching and learning process becomes disturbed.

Pekaulang Village Community through Village Government, applied for fund for construction of PAUD building which is one of educational infrastructure program of ring area 1. In accordance with RKA Community Stewardship (BL) 2017, ANTAM assisted the construction of PAUD Al Fikri Building Pekaulang Village. This support is expected to assist Pekaulang Village to accelerate the early childhood development so that the early childhood schools can immediately improve the quality of children's education from an early age.

MENUJU KEMANDIRIAN WILAYAH PASCATAMBANG [MM10]

Kami berkomitmen bertanggung jawab terhadap lingkungan dan sosial dalam setiap aktivitas pertambangan. Tidak hanya itu, kami juga melakukan rencana yang sistematis dan strategis menuju rencana tutup tambang yang mengacu kepada Dokumen Rencana Pascatambang (RPT) bertujuan memulihkan fungsi alam dan fungsi sosial di setiap wilayah operasional. Program menuju pascatambang akan dilakukan jika kondisi cadangan tidak lagi ekonomis secara korporasi, berakhirnya IUP wilayah tersebut atau faktor keamanan yang tidak mendukung.

MENINGKATNYA EKONOMI DAN KESEJAHTERAAN MASYARAKAT PASCATAMBANG [MM10]

ANTAM selalu menyiapkan Rencana Pascatambang (RPT) sebelum memulai aktivitas pertambangan. Dalam RPT dijelaskan mengenai cara Perusahaan meminimalisir dampak sosial dan lingkungan serta memastikan keberlanjutan lingkungan dan masyarakat.

ANTAM memiliki kewajiban untuk merehabilitasi lahan sesuai kegunaan yang digunakan pada saat produksi sesuai dengan dokumen RPT. Selain itu, ANTAM juga melaksanakan program CSR pascatambang untuk memastikan keberlanjutan saat ANTAM tidak lagi beroperasi di wilayah tersebut. Hal ini tentunya disesuaikan dengan karakteristik dan kebutuhan dasar masyarakat di masing-masing unit bisnis ANTAM.

Oleh karena itu, rencana pascatambang harus memperhitungkan dan mengetahui perencanaan lahan bekas tambang dan komitmen ANTAM dalam memperbaiki kondisi lingkungan sehingga berfungsi dan bermanfaat sesuai kegunaannya baik dari fisik maupun sosio-ekonomi.

Program CSR pascatambang yang dilakukan ANTAM yakni Program Pengembangan Masyarakat Berkelanjutan (PPMB), dari kegiatan program CSR yang dijalankan akan memberikan manfaat dalam meningkatkan perekonomian dan kesejahteraan masyarakat menuju kemandirian wilayah.

Beberapa wilayah pascatambang yang telah masih dikelola oleh ANTAM terutama terkait dengan Program Pengembangan Masyarakat antara lain wilayah pascatambang Cikotok, Kutoarjo dan Gebe. Pada wilayah Kutoarjo beberapa program masih dijalankan seperti penguatan Koperasi CBM (Catur Bina Mandiri) Kecamatan Grabag melalui penyaluran dana bergulir dan pembinaan usaha sebagai upaya memberikan peningkatan kualitas hasil budidaya. Sedangkan untuk wilayah pascatambang Gebe, pada tahun 2017 dilakukan kerja sama dengan Pemerintah Daerah untuk mewujudkan kemandirian listrik melalui penyerahan pengelolaan PLTD yang selama ini dilakukan oleh ANTAM diserahkan kepada Pemda.

TOWARDS INDEPENDENT POST-MINING AREA [MM10]

We are committed to environmental and social responsibility in every mining activity. Not only that, we also undertake a systematic and strategic plan towards a mine closure plan that refers to the Post-Disaster Plan Document (RPT) aimed at restoring natural functions and social functions in every operational area. Post-mining programs will be undertaken if the reserve conditions are no longer economically viable, the expiration of the IUP of the region or the unsupportive safety factor.

INCREASING THE POST-MINING ECONOMY AND WELFARE SOCIETY [MM10]

ANTAM always prepares the Post-Mining Plan (RPT) before starting mining activities. The RPT describes how companies minimize social and environmental impacts and ensure environmental and community sustainability.

ANTAM has an obligation to rehabilitate the land according to the usefulness used at the time of production in accordance with the RPT document. In addition, ANTAM also conducts post-mining CSR programs to ensure sustainability when ANTAM is no longer operating in the region. This is certainly tailored to the characteristics and basic needs of society in each business unit ANTAM.

Therefore, the post-mining plan must take into account and know the ex-mining land plots and ANTAM's commitment to improving the environmental conditions so that they are functional and beneficial to their physical and socio-economic uses.

The post-mining CSR program conducted by ANTAM, the Sustainable Community Development Program (PPMB), from the CSR program activities undertaken will provide benefits in improving the economy and prosperity of the community towards regional independence.

Some post-mining areas that have been managed by ANTAM are mainly related to the Community Development Program, among others, the post-mining areas of Cikotok, Kutoarjo and Gebe. In the Kutoarjo region some programs are still running such as the strengthening of CBM Cooperative (Catur Bina Mandiri) Grabag Sub-district through the channeling of revolving funds and business development as an effort to provide improved quality of cultivation. As for post-mining Gebe region, in 2017 a cooperation was conducted with Local Government to realize the independence of electricity through the handover of power plants that have been done by ANTAM and submitted to the local government.



PASCATAMBANG CIKOTOK, ADANYA TAMAN DEREK SEMAKIN TERLIHAT ELOK CIKOTOK POST-MINING AREA, THE EXISTENCE OF TAMAN DEREK ADDS BEAUTY

ANTAM mengembangkan salah satu area fasilitas transportasi bawah tanah eks-tambang emas Cikotok yakni Menara Derek menjadi kawasan wisata. Bernama Taman Derek, program ini mendukung program Pemerintah Daerah (Pemda) Kabupaten Lebak dalam rangka mewujudkan kawasan wisata terintegrasi, di mana Cikotok menjadi salah satu destinasinya. Pemanfaatan tersebut ditandai dengan penandatanganan prasasti oleh Sekretaris Daerah Kabupaten Lebak, Dede Jaelani & VP Post Mining and Non Productive Asset Management ANTAM, Saepuloh pada tanggal 20 September 2017 di Desa Cikotok, Kecamatan Cibeber, Kabupaten Lebak.

Taman Derek pada awalnya merupakan *mine shaft derrick* berupa lubang bukaan vertikal sedalam lebih dari 110 meter yang dibangun pada tahun 1940 untuk menghubungkan tambang bawah tanah Cikotok dengan permukaan tanah serta alat transportasi pekerja tambang. Menara Derek telah menjadi benda cagar budaya dengan ketetapan SK Bupati Lebak No. 004/178-Disporabudpar/V/2010 tentang Daftar Nama Benda-Benda Cagar Budaya di Lingkungan Pemda Kabupaten Lebak. Nantinya Cikotok akan diandalkan oleh Pemda Kabupaten Lebak sebagai kawasan geowisata, melengkapi objek wisata lainnya seperti kebun teh Cikuya, pantai Sawarna, dan beragam air terjun di Kabupaten Lebak.

Tambang emas Cikotok merupakan salah satu dari tujuh badan atau Perusahaan yang dimerges saat pembentukan ANTAM pada tanggal 5 Juli 1968. Penambangan emas di Cikotok awalnya dilakukan oleh Perusahaan Belanda, Naamloze Vennootschap Mijnbouw Maatschappij Zuid Bantam pada tahun 1936 namun berhenti pada tahun 1939 saat pecah Perang Dunia ke-II. Setelah Indonesia merdeka pada tahun 1945, tambang Cikotok berada di bawah pengawasan Jawatan Pertambangan Republik Indonesia hingga akhirnya pada tahun 1960 statusnya berubah menjadi Perusahaan Negara.

Masa penambangan emas Cikotok memasuki fase pascatambang pada tahun 2008 dan pada bulan Januari 2016 ANTAM mengakhiri kegiatan pascatambang dengan persetujuan Pemda Kabupaten Lebak, Provinsi Banten melalui Surat Persetujuan Bupati Lebak tertanggal 11 Desember 2015.

Taman Derek ini akan melengkapi infrastruktur lainnya yang telah dibangun ANTAM yakni pembangunan Sistem Penyediaan Air Minum (SPAM), fasilitas stadion olahraga, pasar dan sub-terminal terpadu Cikotok serta renovasi Puskesmas Cibeber yang dilengkapi dengan fasilitas rawat inap di Lebak.

ANTAM develops one of Cikotok's underground mining underground transportation facilities ie Derek Tower as a tourist area. Named Taman Derek, this program supports the Local Government (Pemda) Kabupaten Lebak's program in order to realize an integrated tourism area, where Cikotok become one of the destinations. The utilization is marked by the signing of an inscription by the Regional Secretary of Lebak District, Dede Jaelani & VP of Post Mining and Non-Productive Asset Management ANTAM, Saepuloh on September 20, 2017 in Cikotok Village, Cibeber Sub-district, Lebak District.

Taman Derek was originally a mine shaft derrick of a vertical aperture of more than 110 meters built in 1940 to connect Cikotok underground mine to the surface of the ground and as the transportation of miners. Menara Derek has become a cultural heritage object with the Decree of Lebak Regent Decree no. 004/178-Disporabudpar/V/2010 on the List of Cultural Heritage objects in the Regional Government of Lebak Regency. In the future, Cikotok will be relied upon by the Government of Lebak Regency as a geotourism area, complementing other tourist attractions such as Cikuya tea garden, Sawarna beach, and various waterfalls in Lebak District.

Cikotok gold mine was one of seven bodies or companies that merged during the formation of ANTAM on July 5, 1968. Gold mining in Cikotok was originally carried out by the Dutch Company Naamloze Vennootschap Mijnbouw Maatschappij Zuid Bantam in 1936 but ceased in 1939 during the outbreak of World War II. After Indonesia gained independence in 1945, the Cikotok mine was under the supervision of the Mining Bureau of the Republic of Indonesia until finally in 1960 its status changed to State Enterprise.

The Cikotok gold mining period entered the post-mining phase in 2008 and in January 2016 ANTAM terminated its post-mining activities with the approval of the Lebak District Government, Banten Province through the Lebak Regent Approval Letter dated December 11, 2015.

Taman Derek will complement other infrastructure that has been built which are development of Water Supply System (SPAM), sports stadium facilities, markets and integrated sub-terminal of Cikotok and Cibeber health center renovation equipped with inpatient facilities in Lebak.

ANTAM sebagai Perusahaan pertambangan tidak terlepas dari potensi permasalahan dan keluhan dari *stakeholder*. Perusahaan percaya bahwa setiap keluhan dari *stakeholder* merupakan peluang untuk mendapatkan masukan dalam memperbaiki kesalahan dan meningkatkan kinerja. Oleh karena itu ANTAM membangun suatu sistem pengelolaan yang secara efektif dan efisien dapat diimplementasikan dalam mengelola setiap keluhan *stakeholder*. Pengelolaan keluhan dimulai dari identifikasi resiko dan menentukan mitigasi dari setiap resiko tersebut. Setiap keluhan yang disampaikan oleh *stakeholder* pertama-tama akan diterima dan dicatat oleh satuan kerja *External Relations*. Selanjutnya *External Relations* menyampaikan keluhan tersebut dan berkoordinasi dengan satuan kerja terkait untuk menanggapinya. Sistem pengelolaan keluhan mengacu pada prinsip kemudahan, cepat tanggap, rentang waktu, kerahasiaan, kejelasan, hak dan kewajiban, transparansi, komitmen, keadilan bagi semua pihak, dan dokumentasi. [413-01]

Pada Tahun 2017 terjadi beberapa keluhan dari masyarakat terkait operasional Perusahaan. Salah satu keluhan yang kami terima yaitu di UBP Emas pada Bulan Desember 2017. Terdapat keluhan masyarakat mengenai gangguan pada budidaya ikan masyarakat, dimana ikan yang mereka pelihara pada kolam-kolam ikan mati. Masyarakat menduga terjadi keracunan sianida yang berasal dari *tailing* Perusahaan. Keluhan tersebut selanjutnya segera diteruskan oleh satuan kerja *External Relations* kepada manajemen yang segera melakukan koordinasi antar satuan kerja. Berdasarkan hasil koordinasi, segera dilakukan komunikasi dengan masyarakat dan disepakati untuk membantu masyarakat atas kerugian yang mereka terima dan menyediakan layanan kesehatan gratis bagi masyarakat yang terindikasi gangguan kesehatan akibat kejadian tersebut.

Hal ini dilakukan sebagai bentuk kepedulian Perusahaan terhadap permasalahan yang dihadapi masyarakat, meskipun saat itu belum terdapat kesimpulan penyebab kejadian tersebut. ANTAM segera berkoordinasi dengan pihak independen untuk melakukan investigasi atas kejadian tersebut, di mana hasilnya adalah bahwa kejadian itu tidak disebabkan oleh adanya paparan bahan kimia dan bukan berasal dari operasional *tailing* dam milik Perusahaan. Selanjutnya hasil tersebut disampaikan kepada seluruh *stakeholder* terkait. Berdasarkan hasil investigasi dilakukan langkah-langkah perbaikan dan pencegahan agar kejadian yang sama tidak terulang pada masa yang akan datang dan dilakukan *monitoring* kemajuan dan pendokumentasian atas kejadian tersebut.

ANTAM as a mining Company can not be separated from potential problems and complaints from our stakeholders. The Company believes that any complaints from stakeholders are an opportunity to gain feedbacks and inputs on how we can improve our approaches and performance. Therefore, ANTAM builds a management system that can be implemented effectively and efficiently manner in managing each stakeholder complaint. Grievance mechanism begins with risk identification and determines the required mitigation action of each of those risks. Any complaint submitted by a stakeholder will first be received and recorded by external relation working unit. Furthermore, this external relation working unit will then submit complaint report and coordinates with the relevant work unit to provide respond. Our grievance management system refers to the principle of ease, quick response, timeliness, confidentiality, clarity, rights and obligations, transparency, commitment, equity for all parties, and proper documentation. [413-01]

In 2017, there were several complaints from the community related to the Company's operations. One of the complaints we received was in Gold Mining Business Unit in December 2017. There was a community complaint about the disturbance in their fish farming, as the fishes of the community member which were kept in their fish ponds died. Communities suspected cyanide poisoning from the Company's tailings. The complaint was then immediately forwarded by an external relation working unit to the management who immediately coordinated all related work units. Based on the results of this coordination, discussions were immediately carried out with the community and we agreed to assist the community for their losses and provide free health services for the community members who were indicated with health problems caused by the incident.

This grievance mechanism was carried out as our responsibility and care toward the challenges faced by the surrounding communities, despite investigation of the root causes of the incident was still in progress and there were yet to be a conclusion on the cause of the incident. Afterwards, the investigation concluded that the incident was not caused by any chemical exposure originated from the Company's tailing dam operation. We conveyed this information to the community and all related stakeholders. Based on the investigation results, corrective and preventive measures were carried out to prevent any similar incident from occurring in the future. Progress monitoring and documentation regarding this incident were properly maintained as archive.



Peristiwa keluhan lain yang terjadi selama 2017 yaitu di UBP Bauksit terkait pembebasan lahan dan dugaan pencemaran lahan akibat kesalahan operasional *tailing dam*. Atas penyampaian keluhan tersebut, satuan kerja eksternal *relation* menyampaikan kepada manajemen atas laporan tersebut. Manajemen membentuk tim penanganan yang langsung mengumpulkan data-data baik sekunder maupun primer dengan meninjau langsung lokasi kejadian. Hasil investigasi selanjutnya dijadikan dasar untuk bersama-sama masyarakat mencari solusi atas permasalahan yang terjadi, dan dicapai kesepakatan dengan pihak masyarakat. Kesepakatan tersebut kemudian dijalankan dan dipantau *progress*-nya sesuai hasil kesepakatan dan dilakukan pendokumentasian setiap *progress* perbaikan.

COMMUNITY SATISFACTION INDEX (CSI) [103-2] [103-3]

Bagi ANTAM, mengukur kepuasan pemangku kepentingan sangat bermanfaat adalah mutlak dalam rangka mengevaluasi kinerja saat ini dibandingkan dengan kinerja kami di tahun-tahun sebelumnya.

Kami percaya bahwa salah satu cara agar Perusahaan bisa lebih unggul adalah dengan memberikan layanan yang berkualitas dan bermutu, yang memenuhi bahkan melampaui ekspektasi pemangku kepentingan. Terkait dengan Program Pengembangan Masyarakat Berkelanjutan (PPMB), ANTAM selalu melakukan survei oleh pihak ketiga untuk mengetahui secara objektif bagaimana masyarakat, termasuk dan terutama penerima manfaat program, menilai kinerja kami, terkait lima dimensi utama, yaitu:

1. *Reliability* (keandalan), untuk mengukur kemampuan Perusahaan dalam memberikan layanan/jasa yang tepat dan dapat diandalkan pemangku kepentingan.
2. *Assurance* (jaminan), untuk mengukur kemampuan dan perilaku karyawan serta sifat dapat dipercaya yang dimiliki karyawan.
3. *Tangibility* (penampilan), untuk mengukur penampilan fisik, peralatan, karyawan serta sarana komunikasi.
4. *Empathy* (empati), untuk mengukur pemahaman karyawan terhadap kebutuhan pemangku kepentingan serta perhatian yang diberikan karyawan kepada mereka.
5. *Responsiveness* (daya tanggap), untuk membantu dan memberikan pelayanan kepada pemangku kepentingan dengan cepat dan tepat.

Another complaint that occurred during 2017 were in Bauxite Mining Business Unit. This complaint was related to land acquisition and land pollution allegation due to operational inaccuracy in our tailings dam. Upon submission of the complaint, our external relation working unit submits related report to the management. The management established an action team that directly collected both secondary and primary data by directly reviewing the location of the incident. The results of further investigations served as a basis for the Company together with the community to find a mutual solution to the problem and reached an agreement with the community. The agreement was then executed and monitored in accordance with the agreement. Documentation of the improvement progress were carried out accordingly.

COMMUNITY SATISFACTION INDEX (CSI) [103-2] [103-3]

For ANTAM, measuring stakeholder satisfaction is extremely valuable in order to evaluate current performance compared to our performance in previous years.

We believe that one way that companies can be superior is by providing quality services that meet and exceed even the expectations of stakeholders. In relation to the Community Sustainable Development Program (PPMB), ANTAM always conducts surveys by third parties to objectively understand how communities, including and especially program beneficiaries, assess our performance in relation to five key dimensions:

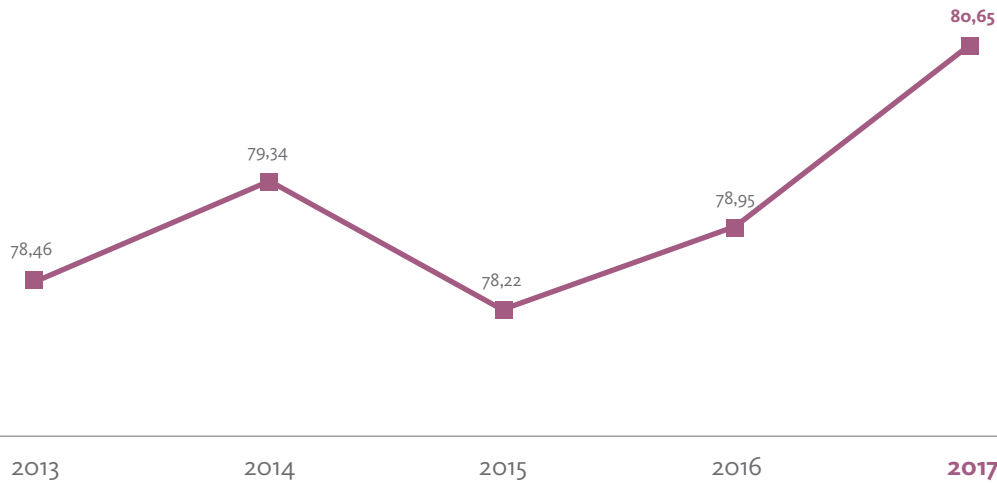
1. Reliability, to measure the ability of the Company in providing services/services appropriate and reliable stakeholders.
2. Assurance, to measure the ability and behavior of employees and the nature of trustworthy employees.
3. Tangibility, to measure the physical appearance, equipment, employees and means of communication.
4. Empathy, to measure employees' understanding of stakeholder needs and the attention employees give to them.
5. Responsiveness, to help and provide services to stakeholders quickly and appropriately.

Tahun 2017 nilai Indeks Kepuasan Masyarakat (*Community Satisfaction Index*) program PPMB ANTAM secara agregat mengalami kenaikan dibandingkan tahun 2016 dan 2015. Nilai agregat 80,65 adalah yang tertinggi yang pernah dicapai, meningkat 1,7 poin dibandingkan kinerja 2016, sebagaimana terlihat pada gambar berikut:

In 2017, Community Satisfaction Index value of ANTAM PPMB program increased in aggregate compared to 2016 and 2015. The aggregate value of 80.65 was the highest ever achieved, an increase of 1.7 points compared to the performance of 2016, as shown in the following figure:

NILAI CSI-PPMB ANTAM PADA RENTANG WAKTU 2013-2017

ANTAM CSI-PPMB VALUE AT 2013-2017 TIMEFRAME

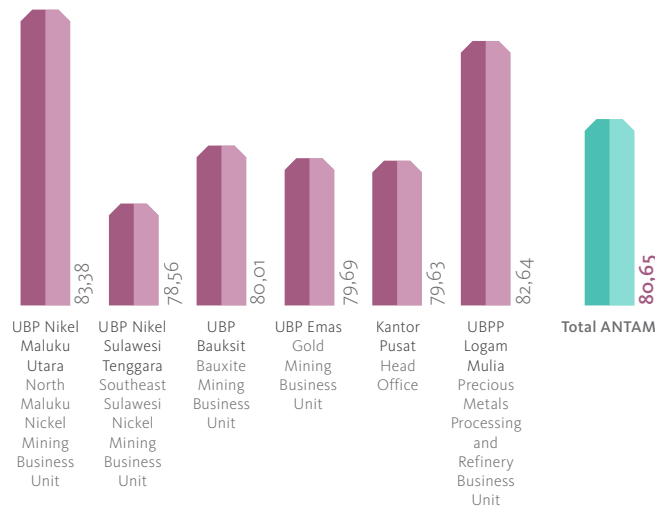


Bila dibandingkan nilai CSI-PPMB antara keenam unit bisnis ANTAM dengan agregatnya, hasilnya adalah sebagai berikut:

When compared to the CSI-PPMB value between the six units of ANTAM business with its aggregate, the results are as follows:

NILAI CSI-PPMB UNIT BISNIS ANTAM DAN AGREGATNYA DI TAHUN 2017

VALUE OF CSI-PPMB OF ANTAM BUSINESS UNIT AND ITS AGGREGATE IN YEAR 2017





Dari keenam unit bisnis ANTAM, UBP Nikel Sulawesi Tenggara yang memiliki nilai CSI-PPMB terendah yaitu sebesar 78,56. Sedangkan nilai CSI-PPMB yang tertinggi ada pada UBP Nikel Maluku Utara yaitu sebesar 83,38. Nilai-nilai tersebut sesungguhnya masuk ke dalam rentang yang sama, yaitu kategori Puas. Kategori Sangat Puas, menurut kelas interval statistik untuk CSI adalah 84-100, yang hampir dicapai di UBP Nikel Maluku Utara.

Kalau diuraikan berdasarkan jenis programnya seperti Program Kemitraan (PK), Bina Lingkungan (BL) dan Pengembangan Masyarakat non-PKBL (*Community Development*), maka secara agregat program PK adalah yang mendapatkan penilaian kinerja tertinggi, sebagaimana yang ditunjukkan pada tabel berikut:

Of the six business units ANTAM, Southeast Sulawesi Nickel Mining Business Unit which has the lowest CSI-PPMB value of 78.56. While the highest CSI-PPMB value is at North Maluku Nickel Mining Business Unit that is equal to 83.38. Those values actually fall into the same range, the Satisfied category. The Very Satisfied Category, according to the statistical interval class for CSI is 84-100, which is almost reached in North Maluku Nickel Mining Business Unit.

If elaborated by the type of program such as Partnership Program (PK), Community Stewardship (BL) and Community Development Non-PKBL (*Community Development*), then the aggregate PK program is the highest performance appraisal, as shown in the following table:

NILAI CSI-PPMB ANTAM BERDASARKAN KATEGORI PROGRAM DI UNIT BISNIS DAN AGREGATNYA DI TAHUN 2017

Unit Bisnis Business Unit	PK	BL	ComDev	Nilai CSI CSI Value
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	78,84	78,59	78,21	78,56
UBP Nikel Maluku utara North Maluku Nickel Mining Business Unit	82,91	85,46	82,08	83,38
UBP Emas Gold Mining Business Unit	78,37	80,62	80,30	79,69
UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit	-	82,64	84,56	82,64
UBP Bauksit Bauxite Mining Business Unit	85,69	81,63	77,17	80,01
Kantor Pusat Head Office	81,83	76,90	78,68	79,63
Agregat Aggregate	81,53	80,97	80,17	80,65

CSI-PPMB ANTAM VALUE BASED ON PROGRAM CATEGORY IN BUSINESS UNIT AND AGGREGATE IN YEAR 2017

Seluruh nilai agregat per jenis program tersebut naik dibandingkan nilai CSI pada tahun sebelumnya.

All aggregate values for each type of program are up compared to CSI values in the previous year.

PERBANDINGAN NILAI CSI-PPMB ANTAM MENURUT JENIS PROGRAM ANTARA TAHUN 2016 DAN 2017

Jenis Program Type of Program	2016	2017	Selisih Difference
PK	78,99	81,53	+ 2,54
BL	77,13	80,97	+ 3,84
Community Development	79,89	80,17	+ 0,28
Agregat	78,95	80,65	+ 1,70

COMPARISON OF CSI-PPMB ANTAM VALUES BY PROGRAM TYPE BETWEEN 2016 AND 2017



Dari tabel di atas terlihat bahwa kenaikan nilai CSI tahun 2017 yang tertinggi ada pada program BL sebesar 3,84 poin, disusul selanjutnya oleh kenaikan PK sebesar 2,54, dan terakhir adalah kenaikan kinerja Community Development yaitu sebesar 0,28.

Terakhir, bila dilihat dari dimensi hubungan dengan masyarakat yang diukur, maka secara agregat nilai CSI-PPMB yang tertinggi ada pada dimensi *Tangibility* yaitu sebesar 79,72. Sedangkan dimensi terendah adalah *Reliability* yaitu sebesar 78,14. Dimensi layanan lainnya, *Assurance*, mendapatkan nilai sebesar 79,37. Kemudian dimensi *Empathy* nilai CSI-CSR-nya adalah 79,63 serta dimensi *Responsiveness* mendapatkan nilai sebesar 79,21. Seluruh nilai itu masuk ke dalam kategori penilaian pemangku kepentingan 'Puas', dengan dua nilai di UBP Nikel Maluku Utara (dimensi *Assurance* dan *Empathy*) masuk kategori 'Sangat Puas', sebagaimana terlihat pada tabel berikut.

NILAI CSI-PPMB ANTAM BERDASARKAN DIMENSI HUBUNGAN DI SETIAP UNIT BISNIS DAN AGREGATNYA

Unit Bisnis Business Unit	Reliability	Assurance	Tangibility	Empathy	Responsiveness
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	76,63	78,78	78,22	77,52	77,63
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	80,59	84,08	83,29	84,04	77,63
UBP Emas Gold Mining Business Unit	76,61	76,00	75,95	77,05	76,96
UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit	81,47	81,01	81,99	81,99	82,15
UBP Bauksit Bauxite Mining Business Unit	77,64	79,45	80,10	79,73	78,91
Kantor Pusat Head Office	75,88	76,90	78,75	77,44	76,37
Agregat Aggregate	78,14	79,37	79,72	79,63	79,21

From the above table it can be seen that the highest increase of CSI value in 2017 is in the program of BL equal to 3.84 points, followed by PK increase of 2.54, and the last is the increase of Community Development performance that is equal to 0.28.

Finally, when viewed from the dimension of relationship with the measured society, then the aggregate value of CSI-PPMB is highest in Tangibility dimension of 79.72. While the lowest dimension is Reliability that is equal to 78.14. Another service dimension, Assurance, scores 79.37. Then the Empathy dimension of CSI-CSR is 79.63 and the Responsiveness dimension is 79.21. All these values fall into the 'Satisfied' stakeholder category, with two values in North Maluku Nickel Mining Business Unit (Assurance and Empathy dimensions) categorized as 'Very Satisfied', as shown in the following table.

ANTAM CSI-PPMB VALUE BASED ON RELATIONSHIP DIMENSION IN EACH BUSINESS UNIT AND ITS AGGREGATE

MEREKRUT DAN MENGEMBANGKAN TALENTA INSAN ANTAM

[103-1][103-2]

Recruiting and Developing Talents of ANTAM's Employees [103-1][103-2]

Indeks
Keterikatan Pegawai
Employee Engagement Index

3,23

dari skala 4,00
from scale 4.00

Jumlah
Pegawai Tetap
Number of Permanent Employees

2.616

orang | peoples

Program
Pengembangan
Pegawai
Employee Development Program

Rp 22,70
miliar | billion

Merekrut dan Mengembangkan Talenta Insan ANTAM Recruiting and Developing Talents of ANTAM's Employees	210	Pelatihan & Pengembangan Keahlian Dewan Komisaris dan Direksi Training & Competency Development of the Board of Commissioner and Directors.	228
Memfaatkan Teknologi dalam Proses Rekrutmen Utilizing Technology In The Recruitment Process	211	Pelatihan Pra Purnabhakti Pre Retirement Training	228
Perekrutan secara Daring Online Recruitment	212	Penilaian Kompetensi Competency Assessment	228
ANTAM Fresh Graduate Program (AFGP) ANTAM Fresh Graduate Program (AFGP)	214	Penilaian Kinerja Berbasis SMUK SMUK-Based Performance Assessment	229
Terbuka untuk Semua Equal Opportunity	215	Membina Hubungan Baik Fostering Solid Relations	230
Turnover Pegawai Employee Turnover	216	Kebebasan Berserikat dan Perjanjian Kerja Bersama Freedom of Association and Collective Labor Agreement	231
Mempertahankan dan Mengelola Insan ANTAM Maintaining and Managing ANTAM Employee	217	Employee Engagement Survey & Tingkat Kepuasan Pegawai Employee Engagement Survey & Employee Satisfaction Level	233
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Mengembangkan Insan ANTAM Developing ANTAM Employee	224		
Knowledge Management Knowledge Management	226		



Rata-Rata Jam Pelatihan
Average of Trainings

37,70

jam / pegawai
hour / employee



MEREKRUT DAN MENGEMBANGKAN TALENTA INSAN ANTAM

Recruiting and Developing Talents of ANTAM's Employees



Kegiatan Safety Talk di UBP Nikel Maluku Utara
Safety Talk in North Maluku Nickel Mining Business Unit

Pengembangan Sumber Daya Manusia (SDM) merupakan salah satu komitmen Perusahaan untuk mempertahankan keberlanjutan. Pertumbuhan Perusahaan selama hampir lima puluh tahun ini merupakan kontribusi Insan ANTAM melalui dedikasi, keahlian, serta unjuk kerja terbaik di setiap lini operasi. Oleh karena itu sudah menjadi komitmen ANTAM untuk terus meningkatkan kompetensi setiap Insan ANTAM guna menghasilkan SDM dengan kinerja yang optimal dan berdaya saing tinggi.

ANTAM menyadari pentingnya proses rekrutmen guna menghasilkan pegawai yang sesuai dengan nilai-nilai Perusahaan. Berbagai upaya penyempurnaan proses rekrutmen dilakukan ANTAM termasuk dengan pemanfaatan teknologi dalam pelaksanaan rekrutmen *online* yang dilakukan mulai akhir tahun 2016.

Berbagai upaya dilakukan Perusahaan guna meningkatkan produktivitas Insan ANTAM. Mulai dari awal proses rekrutmen, penilaian kompetensi, penilaian kinerja,

Human resources development is one of the Company's commitment to maintain sustainability. The growth of the Company for almost fifty years is the contribution of ANTAM Employee through dedication, expertise, and the best performance in every line of operation. Therefore it has become ANTAM's commitment to continuously improve the competence of ANTAM's employees in order to create human resources with optimal performance and competitiveness.

ANTAM recognizes the importance of recruitment process to produce employees in accordance with Company values. Various efforts to improve the recruitment process conducted by ANTAM, including the utilization of technology in the implementation of online recruitment which conducted since the end of 2016.

The Company composed various efforts to improve the productivity of ANTAM Employees. Starting from the recruitment process, competency assessment, performance

Insan ANTAM merupakan kekuatan dan aset Perusahaan dalam melaksanakan seluruh kegiatan operasi. Oleh karena itu, sudah menjadi komitmen Perusahaan untuk terus meningkatkan kompetensi setiap Insan ANTAM guna menghasilkan SDM dengan kinerja yang optimal dan berdaya saing tinggi.

ANTAM employees are the strength and asset of the Company in delivering the entire operational activity. Therefore, it has become the Company's commitment to continually improving the competence of each ANTAM employee, in order to create human resources with optimal performance and competitiveness

kesejahteraan pegawai, hubungan industri, sampai dengan pelatihan perencanaan punakarya, seluruhnya dilaksanakan dengan terencana, terarah, dan terukur demi tercapainya Insan ANTAM sebagai mitra strategis Perusahaan yang berdaya saing tinggi. Bukan hanya jumlah pegawai yang cukup, berkompeten, dan bermotivasi tinggi, tapi juga mampu bekerja sama dan bersinergi dengan berbagai pihak baik internal maupun eksternal Perusahaan.

MEMANFAATKAN TEKNOLOGI DALAM PROSES REKRUTMEN

Perkembangan teknologi yang semakin pesat dimanfaatkan ANTAM dalam proses rekrutmen pegawai. Efisiensi dan efektivitas merupakan salah satu pertimbangan Perusahaan dalam pelaksanaan rekrutmen secara daring (*online recruitment*).

appraisal, employee benefits, industrial relations, all the way to retirement planning training, all implemented in a planned, directed, and measurable manner to develop ANTAM's employees as a strategic partner of a highly competitive Company. Not only the number of employees who are sufficient, competent, and highly motivated, but also able to work together and synergize with different both from internal and external parties of the Company

UTILIZING TECHNOLOGY IN THE RECRUITMENT PROCESS

The rapidly expanding technological development is utilized by ANTAM in the recruitment process. Efficiency and effectiveness are some of the Company's consideration in conducting the online recruitment.



PEREKRUTAN SECARA DARING

Pada akhir 2016, ANTAM memulai proses rekrutmen secara daring yang kemudian dilanjutkan pada 2017. Beberapa tahap rekrutmen seperti pendaftaran, pelaksanaan tes, wawancara, dan pengumuman hasil tes dilakukan secara daring. Hal ini dilakukan untuk meningkatkan efisiensi waktu dan biaya serta mendukung berkurangnya penggunaan kertas. Melalui sistem perekrutan daring, ANTAM dapat menjangkau kandidat pegawai potensial secara lebih luas ke berbagai daerah. Selain itu, proses perekrutan menjadi lebih cepat dan hemat, calon pegawai tidak perlu datang ke lokasi tes maupun kantor ANTAM yang mungkin jauh dari jangkauan tempat tinggal para calon pegawai tersebut.

Proses rekrutmen diawali dengan pemasangan iklan lowongan kerja di *website* Perusahaan dan beberapa media daring. Kami juga melakukan kerja sama dengan beberapa universitas seperti Universitas Indonesia, Institut Teknologi Bandung, Universitas Gadjah Mada dan beberapa universitas lainnya dalam menyebarkan informasi lowongan kerja untuk menjangkau *fresh graduate* yang berpotensi bagi ANTAM.

Setelah proses seleksi dokumen, rekrutmen dilanjutkan dengan tes kemampuan yang dilakukan secara daring, kemudian dilanjutkan dengan proses wawancara yang dilakukan melalui *video call* di aplikasi *free platform*. Proses selanjutnya adalah psikotes dan tes kesehatan yang sudah bekerja sama dengan pihak ketiga yang jaringannya tersebar di seluruh Indonesia. Dalam tahapan ini, para calon pegawai dapat memilih lokasi psikotes maupun tes kesehatan terdekat dari daerah asal.

Setelah dinyatakan lulus seleksi, calon pegawai akan menjalani proses induksi sebelum dinyatakan lulus atau tidak sebagai pegawai ANTAM. Selama 2016-2017, ANTAM telah melakukan perekrutan *online* sebanyak 15 kali dan telah menjangkau 14 pegawai.

Salah satu hambatan terbesar bagi Perusahaan dalam kaitannya dengan proses rekrutmen adalah maraknya oknum tidak bertanggungjawab yang membuat rekrutmen palsu mengatasnamakan ANTAM. Sebagai langkah tindak lanjut, ANTAM senantiasa memberikan himbauan penipuan rekrutmen melalui berbagai media komunikasi Perusahaan.

ONLINE RECRUITMENT

By the end of 2016, ANTAM begins an online recruitment process that continue in 2017. Several recruitment phases such as registration, test, interviews and announcement of test results are conducted online. This is done to improve the efficiency of time and cost as well as to support reduction of paper usage. Through an online recruitment system, ANTAM can capture potential candidate employees in wider regions. In addition, the recruitment process becomes faster and more efficient, the prospective employees do not need to come to ANTAM's offices that may be out of the reach from their residence.

The recruitment process begins with job vacancy advertisements on the Company's website and some online media. We also cooperates with several universities such as University of Indonesia, Bandung Institute of Technology, Gadjah Mada University and several other universities in disseminating job vacancy information to capture fresh graduate potentials for ANTAM.

After document selection process, recruitment is continued with online competence test, then proceed with interview process through video call in free platform application. The next process is a psychological test and medical check up, which cooperates with third parties whose networks are spread throughout Indonesia. At this stage, prospective employees can choose the nearest test location from their residence.

After passing the selection process, next step is induction process before the announcement of recruitment result as ANTAM employees. During 2016-2017, ANTAM has been doing 15 times online recruitment and has captured 14 employees.

One of the biggest obstacles to the Company related to the recruitment process is the growing number of irresponsible individuals who conducts fictitious recruitment using ANTAM's name. As a follow-up measure, ANTAM always gives an appeal to recruitment fraud through various communication media.

Mekanisme Perekrutan Daring

1. Pengumuman info Lowongan kerja di *website* dan media sosial ANTAM.
2. Pengiriman surat lamaran dan CV melalui email
3. Tes *International Personality Item Pool* (IPIP)
4. Tes materi *online*
5. Psikotes
6. Wawancara melalui *free platform video call*
7. Tes kesehatan di klinik atau rumah sakit terdekat
8. Pengumuman kelulusan
9. Program induksi calon pegawai *Behavioral Event Interview*, wawancara dengan Direksi, dan *project presentation*.

Online Recruitment Mechanism

1. Job vacancy advertisement in corporate website and ANTAM's social media platform.
2. Document and curriculum vitae entry through email
3. International personality Item Pool (IPIP) online test
4. Online material test
5. Psychological test
6. Free platform video call interview
7. Medical check up in the nearest clinic or hospital
8. Announcement of recruitment result
9. Induction program (Behavioral Event Interview, interview with Board of Direction, project presentation).



62.692

Total Lamaran Masuk Ke Sistem
Total Submitted Applications to the System

HATI-HATI!!!

Warning!!!

Online Rekrutmen Palsu

Hingga tahun 2017, ANTAM banyak menerima email pengaduan mengenai penipuan rekrutmen yang mengatasnamakan Perusahaan. Modus penipuan yang dilakukan oleh para oknum tidak bertanggungjawab tersebut adalah dengan mengarahkan para calon pelamar untuk membeli tiket perjalanan ke lokasi rekrutmen dengan menggunakan agen travel tertentu. Sebagai langkah preventif untuk menghindari penipuan tersebut, ANTAM senantiasa menekankan informasi peringatan pada halaman rekrutmen di *website* ANTAM. Selain itu, ANTAM juga memberikan pengumuman himbauan atas rekrutmen palsu di halaman depan *website* Perusahaan, penyebaran informasi secara berkala di media sosial, serta membalas surat elektronik yang mempertanyakan mengenai indikasi penipuan rekrutmen yang masuk ke alamat email corsec@antam.com.

Fraudulent Online Recruitment

Until 2017, ANTAM received many complaints emails regarding recruitment fraud on behalf of the Company. The fraudulent mode perpetrated by the irresponsible persons is done by directing prospective applicants to purchase travel tickets to the recruitment location by using a particular travel agent. As a preventive measure to avoid such fraud, ANTAM emphasizes warning information on the recruitment page on ANTAM's website. In addition, ANTAM also announces an appeal for fraud recruitment on the front page of the Company website, regular dissemination of information on social media, and replying to emails that question the indications of recruitment fraud which was delivered to corsec@antam.com.



ANTAM FRESH GRADUATE PROGRAM (AFGP)

Pada tahun 2017, ANTAM melakukan inovasi lain dalam proses perekrutan calon pegawai yang dinamakan *ANTAM Fresh Graduate Program (AFGP)*. AFGP merupakan program pemagangan dengan metode pembelajaran inovatif yang dibekali pengetahuan *theory in class* dan *on the job training* di bawah arahan mentor profesional.

Program ini merupakan program terobosan ANTAM dalam mencari bakat dan talenta generasi muda Indonesia. Proses rekrutmen secara *online*, *voting video* presentasi yang dilakukan melalui kanal Youtube Perusahaan menjadi beberapa nilai plus dari proses rekrutmen *online* yang dilakukan ANTAM.

Pembuatan video yang berisi tentang ide dan pengetahuan tentang ilmu yang sesuai dengan bidang masing-masing serta kaitannya dengan operasional ANTAM merupakan salah satu upaya untuk menggali kreativitas calon pelamar yang kemudian diunggah ke akun Youtube pribadi maupun akun resmi ANTAM.

ANTAM FRESH GRADUATE PROGRAM (AFGP)

In 2017, ANTAM made another innovation in the recruitment process named *ANTAM Fresh Graduate Program (AFGP)*. AFGP is an apprenticeship program with innovative learning methods that are equipped with knowledge theory in class and on the job training under the direction of professional mentors.

This program is breakthrough in searching talents of young generation of Indonesia. Online recruitment process and presentation video voting conducted through the Company's Youtube channel becomes some of the plus points of ANTAM's online recruitment process.

The creation of a video containing ideas and knowledge about science in accordance with their respective fields and its relation to ANTAM's operations is one of the efforts to explore the creativity of potential participants who are then uploaded to personal Youtube account as well as ANTAM's official account.



3.330

Total Peserta AFGP
Total AFGP Participants



853

Total Video yang Masuk
Total Submitted Videos



TERBUKA UNTUK SEMUA

ANTAM memiliki sumber daya manusia dengan latar belakang yang beragam dengan wilayah operasi yang tersebar di berbagai pulau di Indonesia. Kami menyakini keberagaman Insan ANTAM merupakan salah satu fondasi yang mampu menumbuhkan keberlanjutan Perusahaan. Untuk menjaga keberagaman dan keharmonisan, ANTAM secara konsisten menerapkan pengelolaan SDM dengan prinsip non-diskriminasi yang ketat.

ANTAM memastikan bahwa semua proses rekrutmen dilakukan secara terbuka tanpa memandang perbedaan suku, ras, agama, jenis kelamin, dan kondisi fisik. Namun, tetap sesuai dengan kebutuhan dan kualifikasi yang diperlukan. Hingga tahun 2017, komposisi pegawai ANTAM masih didominasi oleh pegawai laki-laki sebanyak 92% dari total pegawai. Hal itu disebabkan sifat kegiatan (*nature*) Perusahaan tambang ANTAM yang melakukan kegiatan pertambangan bawah tanah melarang pekerja tambang wanita. Ketentuan terkait hal ini diatur dalam Keputusan Menteri Pertambangan dan Energi No. 555.K/26/M/PE/1995 Pasal 26 ayat (2) dan didukung pada Konvensi ILO No. 45. [405-1]

ANTAM juga menentang segala bentuk diskriminasi dan memegang prinsip kemanusiaan serta menghormati hak asasi manusia dalam pengelolaan sumber daya manusia.

EQUAL OPPORTUNITY

ANTAM has diverse background of human resources with operating areas spread across various islands in Indonesia. We believe the diversity of our employees is one of the foundations that could grow the sustainability of the Company. To maintain diversity and harmony, ANTAM consistently implements human resource management with a strict of non discrimination principles.

ANTAM ensures that all recruitment processes are conducted openly regardless of differences in culture, race, religion, gender, and physical condition. However, it remains in accordance with the needs and qualifications required. Until 2017, ANTAM employee composition is still dominated by male employees as much as 92% of total employees. This is due to the nature of the mining companies with underground activities that forbid employment of women in underground work. This regulation is specified in the Decree of the Minister of Mines and Energy No. 555.K/26/M/PE/1995 Article 26 (2) and supported by ILO Convention No. 45. [405-1]

ANTAM also opposes all forms of discrimination and holds the principle of humanity and respects of human rights in the management of human resources. Thanks



Berkat implementasi dan pengawasan pelaksanaan kebijakan tersebut, ANTAM tidak menemukan atau menerima pengaduan terkait tindakan diskriminasi sepanjang tahun pelaporan. [406-1]

Untuk jabatan tertentu, ANTAM memiliki kebijakan menerima tenaga kerja lokal dalam proses seleksi dengan kualifikasi dan kompetensi yang setara. Tenaga kerja lokal didefinisikan sebagai tenaga kerja yang berasal dari wilayah-wilayah operasional Perusahaan. Merekrut tenaga kerja lokal merupakan bentuk komitmen pemberdayaan masyarakat setempat. Inilah yang menjadikan ANTAM memiliki keberagaman tapi tetap membuktikan dapat bekerja sama dengan baik meski dengan latar belakang yang berbeda.

TURNOVER PEGAWAI

Pada 2017 ANTAM berhasil merekrut 62 orang pegawai. Dengan demikian, jumlah pegawai tetap pada 2017 mencapai 2.616 orang atau lebih sedikit 12 orang dibandingkan tahun sebelumnya yang berjumlah 2.628. Menurunnya jumlah tersebut disebabkan pegawai yang sudah memasuki usia pensiun. Secara keseluruhan, ANTAM berhasil mencatat rata-rata tingkat *turnover* dengan 0,079% di mana masih di bawah rata-rata normal sebuah Perusahaan yang berada pada 0,1%. [401-1]

to the implementation and supervision of the policy implementation, ANTAM did not find or accept complaints related to discriminatory actions throughout the reporting year. [406-1]

For certain positions, ANTAM has a policy in accepting local employees through the selection process with equivalent qualifications and competencies. The local employees is defined as the labour that originates from the Company's operational areas. Recruiting local employees is a form of commitment to empower local communities. This is what makes ANTAM has diversity but still displayed strong synergy even with different backgrounds.

EMPLOYEE TURNOVER

In 2017 ANTAM managed to recruit 62 employees. Thus, the number of permanent employees in 2017 amount to 2,616 people or 12 people less than the previous year which amounted to 2,628. The decline is due to employees who have entered retirement age. Overall, ANTAM managed to record an average turnover rate of 0.079% which is still below the normal average of a Company at 0.1%. [401-1]

RINCIAN TENAGA KERJA BARU BERDASARKAN WILAYAH, JOB LEVEL, DAN GENDER [401-1]

NEW EMPLOYEES PER AREA, JOB LEVEL AND GENDER [401-1]

Wilayah Unit	Divisi Division		Biro Bureau		Departemen Department		Section		Area		Jumlah Total	
	Laki- Laki Male	Perempuan Female	Laki- Laki Male	Perempuan Female	Laki- Laki Male	Perempuan Female	Laki- Laki Male	Perempuan Female	Laki- Laki Male	Perempuan Female	Laki- Laki Male	Perempuan Female
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit							15	3			15	3
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit							3				3	
UBP Emas Gold Mining Business Unit							1				1	
UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit												
UBP Bauxit Bauxite Mining Business Unit							2				2	
Unit Geomin Geomin Unit												
Kantor Pusat Head Office					4		5	2			9	2

RINCIAN REKRUTMEN & *TURNOVER* PEGAWAI BERDASARKAN GENDER [401-1]

EMPLOYEE RECRUITMENT & *TURNOVER* PER GENDER [401-1]

Deskripsi Description	2015			2016			2017		
	Laki-Laki Male	Perempuan Female	Jumlah Total	Laki-Laki Male	Perempuan Female	Jumlah Total	Laki-Laki Male	Perempuan Female	Jumlah Total
Pegawai Baru New Recruit	26	5	31	294	19	313	55	7	62
Pegawai Keluar Employee Leaving	144	10	154	11	4	15	71	7	78

RINCIAN PEGAWAI KELUAR BERDASARKAN *JOB LEVEL* DAN WILAYAH [401-1]

EMPLOYEE *TURNOVER* BASED ON *JOB LEVEL* AND AREA [401-1]

Wilayah Unit	Divisi Division	Biro Bureau	Departemen Department	Section	Area	Jumlah Total
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit		1	2	19		22
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit			2	1		3
UBP Emas Gold Mining Business Unit	1		5	16	1	23
UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit			2	2	1	5
UBP Bauxit Bauxite Mining Business Unit	1	1	1	2		5
Unit Geomin Geomin Unit		1				1
Kantor Pusat Head Office	6	3	6	1	3	19

MEMPERTAHAKAN DAN MENGELOLA INSAN ANTAM [404-2]

Sebagai Perusahaan yang bergerak di industri berbasis sumber daya alam, tentunya ANTAM memerlukan tenaga kerja yang memiliki keterampilan dan pengetahuan yang sangat spesifik. Mengingat *nature* Perusahaan tambang di mana regenerasi pegawai tidak secepat angkatan kerja industri lain, serta adanya *gap culture* dengan generasi milenial yang selain memiliki produktivitas tinggi juga membutuhkan perhatian khusus, membuat ANTAM harus bekerja lebih keras untuk dapat mempertahankan talenta terbaik yang mampu mendukung pertumbuhan dan keberlanjutan Perusahaan.

Untuk menjaga produktivitas, ANTAM menjalankan program pengembangan pegawai. Peningkatan dan kapabilitas pegawai secara berkesinambungan terus dilakukan. Dimulai dari menciptakan suasana kerja yang kondusif, nyaman, tersedianya fasilitas yang dibutuhkan pegawai, sampai peningkatan kompetensi pegawai dengan penyesuaian antara prestasi kerja dengan remunerasi.

MAINTAINING AND MANAGING ANTAM PERSONNEL [404-2]

As a natural resources based Company, ANTAM requires a workforce that have specific skills and knowledge. As a mining companies where the regeneration of employees is not as fast as other industrial workforce, as well as the existence of a millennial generation gap that besides having high productivity also requires special attention, it makes ANTAM have to work harder to maintain the best talent that capable to support the growth and sustainability.

To maintain productivity, ANTAM conduct an employee development program. Enhancement and employee capability are continuously being carried out. Starting from creating a conducive working atmosphere, convenient, availability of facilities required by employees, up to increasing the employees competence with the alignment of work performance and remuneration.



Khusus pengelolaan SDM, ANTAM mempercayakan kepada Divisi Human Capital Management, Divisi Organization Effectiveness and Development, serta Unit Bisnis Learning and Development. Terkait Visi ANTAM 2030, pada praktiknya juga harus ditunjang oleh Sasaran Strategis SDM yaitu *Human Capital Excellence* (BEST - *Beyond expectation, Environmental awareness, Synergize parTnership*) yang memiliki Atribut Kepemimpinan (SENSE - *Speed, Energize, reSpect, couragE*) melalui 20 Perilaku (*Behaviours*), dan menjiwai nilai-nilai ANTAM (PIONEER - *Professionalism, Integrity, glObal mentality, harmoNy, ExcEllence, Reputation*) sebagai nilai-nilai dan norma perilaku yang wajib dipatuhi dan diterapkan dalam pelaksanaan kerja sehari-hari oleh segenap jajaran Perusahaan. [102-16]

Untuk mencapai Human Capital Excellence, sebanyak 20 Perilaku yang telah ditetapkan sebagai implementasi dari PIONEER kemudian diwujudkan menjadi *ANTAM Guiding Principles* untuk memudahkan Insan ANTAM mempraktikkannya dalam interaksi sehari-hari di setiap kesempatan seperti dalam rapat, *safety talk*, melakukan komunikasi, koordinasi dan kerja sama tim, *briefing, coaching*, dan lain sebagainya. [102-16]

ANTAM telah melakukan peninjauan rencana pengembangan SDM dan menetapkan target *Human Excellence* tahun 2018 yaitu Insan ANTAM yang memenuhi kriteria BEST.

HUMAN CAPITAL EXCELLENCE [102-16]

HUMAN CAPITAL EXCELLENCE [102-16]

Lebih dari yang Diharapkan Beyond Expectation	Sadar Lingkungan Environment Awareness	Kemitraan yang Bersinergi Synergized Partnership
Insan ANTAM mengembangkan diri untuk menghasilkan unjuk kerja unggul melebihi target yang diharapkan ANTAM's Employees develop themselves to achieve work performance that is beyond expectation	Insan ANTAM peduli pada kesehatan dan keselamatan kerja serta kelestarian lingkungan, pemberdayaan dan pengembangan masyarakat berdasarkan prinsip-prinsip <i>Operational Excellence</i> dan <i>Corporate Social Responsibility</i> ANTAM's Employees care for their Occupational Health and Safety and community empowerment and development according to the principles of <i>Operational Excellence</i> and <i>Corporate Social Responsibility</i>	Insan ANTAM membina hubungan kemitraan dengan pemangku kepentingan yang harmonis berdasarkan prinsip-prinsip GCG dan Standar Etika Perusahaan ANTAM's Employees establish harmonious partnerships with stakeholders according to the principles of GCG and the Company's Code of Conduct

Specifically for human resources management, ANTAM entrusted the Human Capital Management Division, Organization Effectiveness and Development Division, and Learning and Development Business Unit. Related to ANTAM's 2030 Vision, in practice it should be supported by Human Capital Strategic Target which is Human Capital Excellence (BEST - Beyond expectation, Environmental awareness, Synergize parTnership) that has Leadership Attribute (SENSE - Speed, Energize, reSpect, couragE) through 20 Behaviors, and animates the values of ANTAM (PIONEER - Professionalism, Integrity, glObal mentality, harmoNy, ExcEllence, Reputation) as values and norms of behavior that must be complied and applied in the daily activities by the entire Company. [102-16]

To achieve Human Capital Excellence, 20 Behaviors that have been established as the implementation of PIONEER are then transformed into ANTAM Guiding Principles to facilitate ANTAM employees in daily interactions such as in meeting, safety talk, communication, coordination and cooperation team, briefing, coaching, ect. [102-16]

ANTAM has reviewed the HR development plan and set the target of Human Excellence 2018, namely Insan ANTAM that meets the criteria of BEST.

JUMLAH PEGAWAI BERDASARKAN STATUS KEPEGAWAIAN [102-8]
TOTAL NUMBER OF EMPLOYEES PER EMPLOYMENT STATUS [102-8]

Status Kepegawaian Employment Status	2015	2016	2017
Pegawai Tetap Permanent employees	2.423	2.628	2.616
Pegawai Kontrak Contract employees	301	29	39
Pegawai Alihdaya Outsourced employees	2.348	332	121

PERSENTASE PEGAWAI BERDASARKAN KELOMPOK UMUR [102-8]
PERCENTAGE OF EMPLOYEES PER AGE GROUP [102-8]

Kelompok Umur Age Group	2017
18-25 tahun age group	3,94%
26-35 tahun age group	32,21%
36-45 tahun age group	32,29%
46-56 tahun age group	31,56%

PERSENTASE PEGAWAI BERDASARKAN TINGKAT PENDIDIKAN [102-8]
PERCENTAGE OF EMPLOYEES PER EDUCATIONAL LEVEL [102-8]

Tingkat Pendidikan Educational Level	2017
Hingga SMP atau Sederajat Middle School	0,34%
Setara SMA High School	33,79%
Diploma Diploma	27,29%
Sarjana dan Pascasarjana Undergraduate and Graduate	38,57%

JUMLAH PEGAWAI BERDASARKAN PENDIDIKAN [102-8]
NUMBER OF EMPLOYEES PER EDUCATION LEVEL [102-8]

Pendidikan Education	SD Elementary	SMP Middle School	SMA High School	D1	D2	D3	D4	S1	S2	S3	Jumlah Total
Divisi Division	0	0	0	0	0	2	0	46	40	1	89
Biro Bureau	0	0	6	9	0	13	1	110	41	0	180
Departemen Department	0	2	79	59	0	51	2	459	32	0	684
Section Section	0	4	461	426	2	113	4	253	2	0	1.265
Area Area	0	0	314	18	0	2	0	16	0	0	350
MPP Pra-Pension	0	3	24	10	0	2	0	6	3	0	48
Jumlah Total	0	9	884	522	2	183	7	886	118	1	2.616



PEGAWAI BERDASARKAN STATUS [102-8]

NUMBER OF EMPLOYEES PER STATUS [102-8]

Status	2015		2016		2017	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Pegawai Tetap Permanent employees	2.228	195	2.420	208	2.406	210
Pegawai Kontrak Contract Employees	265	36	27	2	31	8
Pegawai Alihdaya Outsourced employees	2.214	134	279	53	73	48
Jumlah Total	4.707	365	2.726	263	2.510	266

PEGAWAI TETAP BERDASARKAN TINGKAT PENDIDIKAN [102-8]

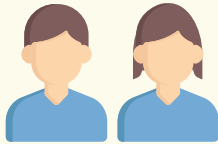
NUMBER OF PERMANENT EMPLOYEES PER EDUCATION LEVEL [102-8]

Level	2015		2016		2017	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Hingga SMP atau Sederajat Middle School	35	0	278	0	9	0
Setara SMA High School	1.419	41	1.354	40	863	21
Diploma Diploma	136	44	132	48	634	80
Sarjana & Pascasarjana Undergraduate and Graduate	638	110	656	120	900	109
Jumlah Total	2.228	195	2.420	208	2.406	210

PEGAWAI TETAP BERDASARKAN USIA [102-8]

NUMBER OF EMPLOYEES PER AGE GROUP [102-8]

Usia Age	2015		2016		2017	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
18-25 tahun age group	68	8	123	13	91	12
26-35 tahun age group	642	73	781	79	763	79
36-45 tahun age group	793	77	779	73	770	74
46-56 tahun age group	725	37	737	43	782	45
Jumlah Total	2.228	195	2.420	208	2.406	210



92% LAKI-LAKI | MALE
8% PEREMPUAN | FEMALE
Komposisi Pegawai Tetap Berdasarkan Gender (%) [102-8]
Permanent Employees Per Gender (%) [102-8]

PEGAWAI TETAP BERDASARKAN FUNGSI JABATAN [102-8]

PERMANENT EMPLOYEES PER JOB FUNCTION [102-8]

Wilayah Unit	2015		2016		2017	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Unit/Unit Bisnis/Divisi/Proyek Unit/Business Unit/Division/Projectww	84	6	86	5	85	7
Biro Bureau	153	28	147	26	153	27
Departemen Department	379	70	397	79	420	76
Section Section	1.164	75	1.219	79	1.364	86
Area Area	369	13	535	18	337	13
Lainnya Others	79	3	36	1	47	1
Jumlah Total	2.228	195	2.420	208	2.406	210

PEGAWAI TETAP BERDASARKAN PENEMPATAN [102-8]

PERMANENT EMPLOYEES PER WORK PLACEMENT [102-8]

Wilayah Unit	2015		2016		2017	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	952	44	1.198	53	1.166	48
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	236	13	231	15	216	12
UBP Emas Gold Mining Business Unit	461	20	429	21	379	18
UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit	107	22	109	22	118	23
UBP Bauksit Bauxite Mining Business Unit	41	-	44	1	45	2
Unit Geomin Geomin Unit	86	15	86	15	79	14
Unit Bisnis Learning & Development (UBLD) Learning & Development Business Unit					4	6
Kantor Pusat Head Office	257	70	251	73	349	84
Kantor Perwakilan Representative Office	18	6	16	4	2	0
Proyek Pengembangan Development Project	54	3	44	2	40	2
Pascatambang Post-Mining	17	2	12	2	8	1
Jumlah Total	2.228	195	2.420	208	2.406	210

JUMLAH PEGAWAI LOKAL [102-8]

NUMBER OF LOCAL EMPLOYEES [102-8]

Wilayah Unit	2017	
	Laki-Laki	Perempuan
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	484	24
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	140	8
UBP Emas Gold Mining Business Unit	110	5
UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit	27	5
UBP Bauksit Bauxite Mining Business Unit	4	0
Unit Geomin Geomin Unit	11	0
Kantor Pusat Head Office	56	20



PRODUKTIF BERKARYA BERSAMA ANTAM

ANTAM menyadari bahwa suasana lingkungan pekerjaan dapat memengaruhi produktivitas pekerjaan setiap insan ANTAM. Oleh karena itu, Perusahaan terus berkomitmen untuk dapat memberikan fasilitas terbaik bagi setiap pegawai guna meningkatkan produktivitas dalam bekerja. Kami meyakini bahwa indeks kebahagiaan para pegawai akan meningkatkan produktivitas dan kreativitas dalam bekerja.

Beberapa fasilitas yang disediakan bagi pegawai ANTAM disesuaikan dengan kebutuhan masing-masing wilayah operasi, di antaranya: fasilitas olahraga (lapangan golf, kolam renang, *gym*, dan lapangan futsal), fasilitas rumah dan mobil dinas (untuk *grade* dan lokasi kerja tertentu), serta mobil jemputan di beberapa unit bisnis.

Menjaga Kekeluargaan Melalui Kegiatan

Dalam memupuk semangat kebersamaan, Insan ANTAM memiliki berbagai kegiatan yang rutin dilakukan baik di dalam maupun di luar aktivitas pekerjaan Perusahaan. Pelaksanaan Jumat *Pioneer* di lingkungan kantor merupakan salah satu kegiatan yang dilakukan untuk memupuk kekeluargaan di antara pegawai. Selain itu berbagai kegiatan yang dilakukan oleh berbagai komunitas di ANTAM dan *family gathering* secara berkala juga menjadi ajang silaturahmi antar pegawai.

Menjadikan Insan ANTAM Lebih Sejahtera

ANTAM berkomitmen untuk terus dapat meningkatkan kesejahteraan seluruh Insan ANTAM. Perusahaan meyakini bahwa SDM merupakan aset yang paling berharga sehingga kesejahteraan menjadi bagian penting untuk mempertahankan kualitas SDM yang kompeten.

Kesejahteraan pegawai ditetapkan berdasarkan surat keputusan Direksi No.209.K/783/DAT/2009 tanggal 31 Agustus 2009 tentang Penerapan Sistem Imbalan Pegawai (SIP) dan Seluruh Komponen Pendukung SIP di Lingkungan ANTAM.

Untuk meningkatkan motivasi dan kinerja para pegawai, kebijakan remunerasi dibuat berdasarkan konsep 3P (*People, Performance, Position*). Semakin baik kinerja, kompetensi, prestasi, dan tanggung jawab pegawai, maka semakin tinggi pula kompensasi serta tunjangan yang akan diterima. Untuk mendukung remunerasi, juga dikembangkan Sistem Penilaian Kemampuan Pegawai (PKP) dan Penghargaan Masa Kerja.

PRODUCTIVE WORK WITH ANTAM

ANTAM realizes that the atmosphere of work environment can affect the productivity of ANTAM's employees. Therefore, the Company continuously committed to provide the best facilities for every employee to improve productivity at work. We believe that employees happiness index will improve productivity and creativity at work.

Some facilities provided for ANTAM employees are tailored to the needs of each area of operations, including: sport facilities (golf courses, swimming pool, gym and futsal fields), home and official car facilities (for specific grade and specific work locations), and shuttle car in some business units.

Maintaining Kinship through Activities

In fostering the spirit of kinship, We have a variety of activities that are routinely performed both within and outside the Company's work activities. The implementation of Friday Pioneer in the office environment is one of the activities undertaken to foster kinship among employees. In addition, various activities undertaken by various communities in ANTAM and family gathering on a regular basis also become The bonds of relationship among employees.

Improving Welfare of ANTAM's Employee

ANTAM is committed to continuously improve the prosperity of all ANTAM's Employees. The Company believes that HR is the most valuable asset so that welfare becomes an important part to maintain competent human resources.

Employee welfare is determined based on Directors Decree No.209.K/783/DAT/2009 dated 31 August 2009 on Implementation of Employee Benefits System (SIP) and All SIP Support Components in ANTAM Environment.

To improve employee motivation and performance, remuneration policy is based on 3P concept (People, Performance, Position). The better of performance, competence, achievement, and responsibilities of employees, the higher the compensation and benefits will be accepted. To support the remuneration, an Employee Capacity Assessment System (PKP) and a Working Performance Award are also developed.

Untuk menetapkan manfaat bagi pegawai, pertimbangan juga diberikan kepada kondisi Perusahaan dan perkembangan bisnis serta sinkronisasi proses penilaian kinerja dengan internalisasi Nilai-nilai PIONEER dan ANTAM Guiding Principles.

Melalui proses penilaian kinerja tersebut, ANTAM memastikan tidak ada diskriminasi dalam bentuk apapun dalam proses penetapan manfaat bagi pegawai. Pertimbangan dan standar komponen imbal jasa berlaku secara adil dan transparan bagi seluruh pegawai ANTAM tanpa membeda-bedakan gender, agama, ras, dan suku mereka. [405-2]

To determine the benefits to employees, consideration is also given to the Company's condition and business development as well as synchronization of the performance appraisal process with the internalization of PIONEER and ANTAM Guiding Principles Values.

Through the process of performance appraisal, ANTAM ensures that there are no discrimination of any kind in the process of determining benefits for employees. The consideration and standard of service fee components apply fairly and transparently to all ANTAM employees without discriminating their gender, religion, race and ethnicity. [405-2]

PERBANDINGAN KOMPONEN PENGHASILAN DALAM SATU TAHUN AVERAGE COMPONENT OF INCOME COMPARISON IN YEARLY AVERAGE

Tahun Year	Upah Pokok Basic Salary	Tunjangan Tetap Fix Allowance	Tunjangan Tidak Tetap Non Fix Allowance
2015	50%	10%	40%
2016	63%	10%	27%
2017	59%	9%	31%

KOMPONEN IMBAL JASA PEKERJAAN UNTUK PEGAWAI ANTAM DI SELURUH LOKASI UNIT BISNIS [401-2] COMPONENTS OF EMPLOYEE REMUNERATIONS FOR ANTAM'S PERMANENT EMPLOYEES AT ALL BUSINESS UNITS [401-2]

Komponen	Pegawai Tetap Permanent Employees	Pegawai Tidak Tetap Non-Permanent Employees	Component
Upah	Upah Pokok + Tunjangan Tetap Basic Salary + Fix Allowance	Honorarium	Wages
Tunjangan Tidak Tetap (Insentif Bulanan) Terdiri dari:			Non Fixed Allowances
a. Tunjangan Transpor	Ya Yes	Ya Yes	a. Transport Allowances
b. Lembur	Ya (untuk pegawai dengan ANTAM Grade ≤ 9) Yes (for employee with ANTAM Grade ≤ 9)	Ya Yes	b. Overtime
c. Insentif untuk Kerja Pegawai	Ya Yes	Tidak No	c. Work Incentive
d. Insentif Manajemen	Ya (untuk pegawai dengan ANTAM Grade ≥ 10) Yes (for employee with ANTAM Grade ≥ 10)	Tidak No	d. Management Incentive
e. Insentif Lokal	Ya Yes	Tidak No	e. Local Incentive
f. Tunjangan Shift	Ya Yes	Tidak No	f. Shift Allowance
g. Tunjangan Risiko Kerja	Ya Yes	Tidak No	g. Risk Allowance
h. Piket	Ya Yes	Tidak No	h. Picket
i. Tunjangan Khusus	Ya (untuk pegawai dengan tugas dan jabatan tertentu) Yes (for employee with specific designation and responsibilities)	Tidak No	i. Special Allowance



Komponen	Pegawai Tetap Permanent Employees	Pegawai Tidak Tetap Non-Permanent Employees	Component
Insentif Tahunan			Yearly Incentive
a. Insentif Pencapaian Target (IPT)	Ya Yes	Ya Yes	a. Target Achievement Incentive
b. Perangsang Etos Kerja (PEK)	Ya Yes	Ya Yes	b. Stimulating Work Incentive
c. Insentif Kerja Tahunan (IKT)	Ya Yes	Ya Yes	c. Yearly Work Incentive
d. Uang cuti	Ya Yes	Tidak No	d. Leave Pay
e. THR	Ya Yes	Ya Yes	e. Festival Allowance
Manfaat			Benefits
Jaminan Kesehatan	Ya Yes	Tidak No	Health Insurances
BPJS Kesehatan	Ya Yes	Ya Yes	BPJS Health
BPJS Ketenagakerjaan	Ya Yes	Ya Yes	BPJS Employment
Dana Pensiun	Ya Yes	Tidak No	Pension Fund
Asuransi Kesehatan Pensiun	Ya Yes	Tidak No	Health Insurance for Retirement
Program Pensiun luran Pasti	Ya Yes	Tidak No	Fixed Benefit Pension Plan
Cuti Melahirkan	Ya Yes	Ya Yes	Parental Leave

Mengembangkan Insan ANTAM

ANTAM menyadari bahwa mempertahankan talenta-talenta terbaik di Perusahaan merupakan hal yang sangat penting. Untuk mempertahankan sekaligus mengembangkan potensi pegawai, Unit Bisnis Learning and Development (UBLD) secara berkelanjutan meningkatkan kompetensi (*knowledge, skill, dan attitude*) pegawai untuk meningkatkan prestasi, kreativitas, dan produktivitas Perusahaan secara keseluruhan. Kami terus mengasah talenta dan meningkatkan kompetensi pegawai melalui berbagai program pelatihan, pengembangan, dan pendidikan pegawai. ANTAM juga melakukan pembangunan infrastruktur pengembangan pegawai, seperti pelatihan untuk mentor, fasilitator, *trainer*, dan *asesor*, serta pembuatan modul pelatihan. [404-2]

Pelaksanaan program pengembangan mengacu pada upaya pemenuhan kompetensi bagi para pegawai berdasarkan bidang kerja pegawai yang bersangkutan dan berpedoman kepada Standar Kompetensi (StaKom) ANTAM. Sedangkan untuk program pengembangan dan pelatihan pekerja tambang yang bukan di bawah manajemen ANTAM, diatur dalam kesepakatan dengan mitra kontraktor.

Developing ANTAM's Employees

ANTAM realizes that maintaining the best talents in the Company is very important. To maintain and develop the potential of employees, Learning and Development Business Unit of ANTAM continuously improve the competence (*knowledge, skill, and attitude*) of employees to improve the achievement, creativity, and productivity of the Company as a whole. We continue to hone talents and improve employee competence through various employee training, development and education programs. ANTAM also develops personnel development infrastructure, such as training for mentors, facilitators, trainers, and assessors, also the production of training modules. [404-2]

The implementation of various development programs by the Company aims to strengthen the competencies of all employees according to their field of work following the guidance of ANTAM's Competence Standards (*Standar Kompetensi* or StaKom). Meanwhile, for the development and training of non employees mine workers, it will be carried out by agreement with the contractor provider.

STATISTIK PELATIHAN PROGRAM KEPEMIMPINAN ANTAM TAHUN 2017 (ORANG) STATISTICS OF ANTAM'S TRAINING PROGRAMS IN 2017 (PEOPLE)

Program	Jumlah Peserta Laki-Laki (Orang) Number of Male Employees	Jumlah Peserta Perempuan (Orang) Number of Female Employees
ANTAM Leadership Development Program (ALDP)	1.425	335
ANTAM Functional Development Program (AFDP)	2.105	195
ANTAM General Development Program (AGDP)	513	30
Total	4.043	560

JUMLAH PESERTA PROGRAM PELATIHAN NUMBER OF TRAINING PARTICIPANTS

Program	2015	2016	2017
ANTAM Leadership Development Program (ALDP)	256	466	543
ANTAM Functional Development Program (AFDP)	3.120	3.636	2.300
ANTAM General Development Program (AGDP)	3.707	3.142	1.760



37,70

Rata-Rata Jam Pelatihan (Jam/Orang) pada tahun 2017
Average of Training Hours (Hour/Person) in 2017

RATA-RATA HARI PELATIHAN PER TAHUN PER PEGAWAI [404-1] AVERAGE TRAINING DAYS PER YEAR PER EMPLOYEE [404-1]

Jenis Pelatihan Type of Training	Jumlah Peserta Number of Participants				
	2017				
	Laki-Laki Male	Perempuan Female	Jumlah Total	Hari Pelatihan Training Days	Jam/Peserta Hour/Employee
ANTAM Leadership Development Program (ALDP)	17.104	1.024	18.128	2.254	6,93
ANTAM Functional Development Program (AFDP)	48.728	4.032	52.760	6.595	20,17
ANTAM General Development Program (AGDP)	23.264	23.264	46.528	3.467	10,60
Total	89.096	28.320	117.416	12.316	37,70



RATA-RATA JAM PELATIHAN PER TAHUN PER PEGAWAI [404-1] AVERAGE OF TRAINING PER HOURS PER YEAR PER EMPLOYEE [404-1]

Level Jabatan Position Level	Jumlah Pegawai Total Employees	Pelatihan Training			Pelatihan/Jumlah Pegawai Training/Total Employees		
		Peserta Participants	Hari Days	Jam Hours	Peserta Participants	Hari Days	Jam Hours
Divisi Division	92	368	5.544	5.384	4,00	60,26	29,91
Manajer Manager	180	557	673	10.176	3,09	3,74	7,42
Departemen Department	496	1.202	3.426	27.504	2,42	6,91	55,45
Section Section	1.371	1.851	1.272	44.352	1,35	0,93	482,09
Area Area	429	625	1.401	11.208	1,46	3,27	26,13
Total	2.616	4.603	12.316	98.624	12,32	75,10	601,00

KNOWLEDGE MANAGEMENT [404-2]

ANTAM terus berupaya membangun dan mengembangkan Knowledge Management secara intensif serta terorganisir. Sebagai salah satu wujud pengembangan *culture* dan *behavior* yaitu salah satu program yang dilakukan adalah Konvensi Mutu ANTAM (KMA) ajang konvensi mutu di lingkungan ANTAM untuk meningkatkan mutu, produktivitas, dan mengembangkan Total Quality Management (TQM) di Perusahaan.

Selain SKo Day (*Sharing Knowledge of the Day*), untuk meningkatkan wawasan dan pengetahuan karyawan, juga dilakukan *sharing* yang dilaksanakan dalam bentuk *Community of Interest* (Col). Col bertujuan untuk membuat budaya berbagi pengetahuan yang baik. Col merupakan komunitas berbagi pengetahuan dengan karakteristik yang informal dan fleksibel. Beberapa Col yang dibangun ANTAM di antaranya: SAVE (*Sharing Knowledge Veteran*), BEBAS (Bedah Buku Asyik), dan BALAPAN (Belajar Langsung Dari Pengalaman). Forum ini bertujuan sebagai aktivitas *sharing knowledge* melalui presentasi bedah buku, *sharing experience*, serta berbagi informasi terkait keahlian yang dimiliki oleh pegawai.

Pengembangan kompetensi lainnya yang dilakukan adalah melalui penyediaan fasilitas *e-library*. Keberadaan *e-library* dapat dimanfaatkan oleh setiap Insan ANTAM yang hendak mencari referensi buku yang akan digunakan. Fasilitas tersebut memberikan kemudahan dalam pengelolaan buku. Fasilitas *e-library* yang terintegrasi dengan *Human Capital Information System* (HCIS) dapat dimanfaatkan sebagai sarana pendukung *database* buku yang tersimpan.

KNOWLEDGE MANAGEMENT [404-2]

ANTAM continues to develop and encourage knowledge management intensively and well organized. As a form of cultural and behavioral development one of the programs implemented is the ANTAM Quality Convention (KMA) a quality convention in ANTAM environment to improve the quality, productivity and develop Total Quality Management (TQM) in the Company.

In addition to SKo Day (*Sharing Knowledge of the Day*), to improve the skills and knowledge of employees, the Company also conducted a sharing named *Community of Interest* (Col). Col aims to create a good knowledge sharing culture. Col is a knowledge-sharing community with informal and flexible characteristics. Some of the Col built in ANTAM include: SAVE (*Sharing Knowledge Veteran*), BEBAS (*Fun Book Review*), and BALAPAN (*Direct Learning From Experience*). The forum is aimed at knowledge sharing through book presentation, sharing experiences, and sharing information related to the expertise possessed by employees.

E-library facility is one of another competencies development program in the Company. The existence of e-library can be utilized by ANTAM's Employees who wants to find reference book that will be used. The facility provides convenience in book management. E-library facilities are integrated with the *Human Capital Information System* (HCIS) and can be used as supporting database of stored books.

Sebagai salah satu bentuk upaya untuk mencapai visi sebagai *knowledge based Company*, pada 2017 ANTAM kembali menyusun buku terkait pertambangan, yaitu Buku Sejarah Bauxit ANTAM. Penyusunan buku ini bertujuan untuk melengkapi koleksi buku ANTAM dalam rangka memberikan informasi terkait seluk beluk berbagai tambang mineral Perusahaan.

As one of the efforts to achieve the vision as a knowledge based Company, in 2017 ANTAM composing another book related to mining, namely The History of ANTAM Bauxite to complete the collection of books created by ANTAM in order to provide information related to the ins and outs of various ANTAM mineral mines.



ANTAM Gelar Pelatihan di UPN Veteran

Training at UPN Veteran

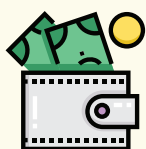


ANTAM tidak hanya berkomitmen untuk memberikan pelatihan bagi pegawai internal, tetapi juga memberikan pelatihan untuk eksternal. Dalam rangka *sharing knowledge* seputar pertambangan kepada masyarakat, pada tahun 2017 ANTAM melaksanakan pelatihan terkait dengan proses pertambangan untuk umum yang dilakukan di luar Perusahaan. Salah satu pelatihan dilaksanakan di Universitas Pembangunan Nasional (UPN Veteran) dengan materi mengenai proyek eksplorasi yang terdiri dari teknik eksplorasi, geologi, geofisika, dan geodesi. Pelatihan ini dilaksanakan selama tiga hari dengan diikuti mahasiswa UPN dan juga mahasiswa di universitas-universitas sekitar UPN.

ANTAM is not only committed to providing training for internal employee, but also providing external training. In order to sharing knowledge about mining to the public, in 2017 ANTAM conducted trainings related to mining process for public which is done outside Company. One of the trainings was held at the National Development University (UPN Veteran) with material on exploration projects comprising exploration, geology, geophysics and geodesy techniques. The training was held for three days with students of UPN and also students at universities around UPN.

Pada 2017, ANTAM mengeluarkan biaya sebesar Rp22,70 miliar untuk pelaksanaan kegiatan pengembangan pegawai. Biaya tersebut mengalami peningkatan dibandingkan sebelumnya sebesar Rp19,13 miliar. ANTAM juga meningkatkan kompetensi setiap pegawai dengan tetap mempertimbangkan efisiensi dengan mengutamakan program *In House Training* dengan pegawai ANTAM sebagai narasumber.

In 2017, ANTAM spent Rp22.70 billion for the implementation of employees competency development activities. The cost has increased compared to the previous Rp19.13 billion. ANTAM also improved the competence of every employee by considering efficiency by prioritizing In House Training program with ANTAM employees as the speaker.



Rp 22,70 miliar
billion

Biaya Pengembangan Pegawai
Cost of Employee Development



PELATIHAN & PENGEMBANGAN KEAHLIAN DEWAN KOMISARIS DAN DIREKSI

Dalam menjalankan tugas dan tanggung jawabnya, Dewan Komisaris dan Direksi perlu senantiasa menambah dan memutakhirkan pengetahuan yang dimilikinya (*update knowledge*). Untuk memfasilitasi terjadinya *update knowledge* tersebut, maka anggota Dewan Komisaris dan anggota Direksi perlu untuk mendapatkan pendidikan berkelanjutan, yang dapat dikombinasikan dalam *self-study* dan keikutsertaan pada pendidikan khusus, pelatihan, *workshop*, seminar, konferensi, yang dapat bermanfaat dalam meningkatkan efektivitas fungsi Dewan Komisaris dan Direksi.

Pada tahun 2017, untuk meningkatkan koordinasi dan pengetahuan atas proses bisnis Perusahaan, Dewan Komisaris dan Direksi telah melakukan beberapa kunjungan ke Unit/Unit Bisnis Perusahaan. Selain itu, Direksi juga telah mengikuti Program Pengembangan yang diadakan oleh lembaga profesional ataupun instansi Pemerintah, serta melakukan kunjungan kerja/*benchmark* ke Perusahaan yang dianggap dapat memberikan informasi untuk meningkatkan proses kerja yang lebih baik di ANTAM. Adapun informasi lebih detail atas daftar pelatihan Dewan Komisaris dan Direksi di tahun 2017 tercantum dalam Annual Report halaman 383, 401-403.

PELATIHAN PRA PURNABHAKTI [404-2]

Bagi pegawai yang memasuki masa pensiun, ANTAM juga telah menyiapkan program Pelatihan Pra Purnabhakti yang dapat diikuti semua pegawai berusia 50-55 tahun sebelum masa pensiun. Skema yang disediakan ANTAM untuk pegawai yang memasuki masa purnabhakti dengan kriteria tertentu bisa tetap bekerja di lingkungan operasional ANTAM sebagai pejabat di anak Perusahaan dan afiliasi ANTAM.

PENILAIAN KOMPETENSI

Program pengembangan pegawai ANTAM direncanakan secara seksama dan terukur untuk masing-masing pegawai melalui penilaian kompetensi. Pada 2017, ANTAM beberapa kali melakukan penilaian kompetensi pegawai dengan menggunakan pihak ketiga. Sedangkan level departemen ke bawah menggunakan aplikasi 360 di HCIS.

ANTAM juga telah menyiapkan *assessor* teknikal untuk menilai kompetensi teknis pegawai. Penggunaan *assessor* teknikal untuk sementara diutamakan kepada pegawai inti bisnis ANTAM seperti *mining*, *processing*, dan eksplorasi. Selanjutnya secara bertahap akan dilakukan kepada pegawai di luar inti bisnis.

TRAINING & COMPETENCY DEVELOPMENT OF THE BOARD OF COMMISSIONER AND DIRECTORS

In carrying out its duties and responsibilities, the Board of Commissioners and the Board of Directors need to constantly add and update their knowledge knowledge. To facilitate the updating of such knowledge, members of the Board of Commissioners and members of the Board of Directors need to obtain continuing education, which can be combined in self-study and participation in special education, training, workshops, seminars, conferences, which can be useful in enhancing the effectiveness of the Board of Commissioners and Directors roles.

In 2017, to improve coordination and knowledge of the Company's business processes, the Board of Commissioners and Board of Directors have made several visits to the Business Units. In addition, the Board of Directors has also participated in the Development Program held by professional agencies or government agencies, and conducts working visits / benchmarks to the Company that are considered able to provide information to improve better work performance in ANTAM. The more detailed information on the BoC and BoD training list in 2017 is listed in the Annual Report page 383, 401-403.

PRE RETIREMENT TRAINING [404-2]

For retired employees, ANTAM has also set up a Pre Retirement Training program that all employees aged 50-55 years. ANTAM provided schemes for employees entering retirement that under certain criteria may continue to work in ANTAM as officials of ANTAM's subsidiaries and affiliates.

COMPETENCY ASSESSMENT

ANTAM's employee development program will be carefully designed and measured in accordance with each employee's competency assessment. In 2017, ANTAM conducted several employees competency assessments conducted by third party. For employees at department level and below the assessment utilized 360 application in HCIS.

ANTAM also cooperated with a technical assessor to assess employee's technical competence. This assessment will be temporarily given to employees of ANTAM's core business such as mining, processing, and exploration. It will gradually be implemented to employees outside the core businesses.

PENILAIAN KINERJA BERBASIS SMUK

Dalam mengidentifikasi target pencapaian kinerja pegawai, ANTAM telah mengembangkan Sistem Manajemen Unjuk Kerja (SMUK) pada 2016. SMUK akan melakukan penilaian sesuai dengan peran dan tanggung jawabnya secara transparan dan akuntabel. SMUK diukur melalui dua sasaran, yakni sasaran hasil dan proses. Hasil output SMUK akan digunakan untuk perhitungan remunerasi, pengembangan pegawai, serta pelatihan.

Pada 2017, ANTAM sudah mulai menggunakan sistem SMUK di seluruh unit mulai dari kantor pusat dan UBLD. Hal itu mempermudah dalam penilaian, rekapitulasi, dan pengkajian kinerja masing-masing individu serta tercatat secara historis. Jika sebelumnya penilaian kinerja dilakukan secara manual dengan menggunakan kertas, kini sistem tersebut telah diganti dengan menggunakan sistem sehingga dapat lebih terukur. Adapun penilaian dilakukan menggunakan media elektronik dan non-elektronik.

Penilaian kinerja dilakukan setiap enam bulan. Pada tahun 2017, ANTAM telah rampung melakukan penilaian kinerja bagi 2.616 orang pegawai atau 100% dari total seluruh pegawai ANTAM yang dilanjutkan dengan penilaian kompetensi dengan metode *assessment centre* terhadap 86 pegawai, diikuti proses promosi dan rotasi atas kinerja yang ditunjukkan.

SMUK-BASED PERFORMANCE ASSESSMENT

In identifying employee performance achievement targets, ANTAM has developed a Performance Management System (Sistem Manajemen Unjuk Kerja or SMUK) in 2016. SMUK will conduct assessments in accordance with its roles and responsibilities in a transparent and accountable manner. SMUK is measured through two objectives, ie results and processes. SMUK output results will be used for remuneration calculations, employee development, and training.

By 2017, ANTAM has begun using the SMUK system across units ranging from headquarters and Learning and Development Business Unit. The system makes it easier to assess, recapitulate, and review individual performance as which recorded historically. If the previous performance assessment was done manually using paper, now the system has been replaced by using the system so that it can be more measurable. The assessment is done using electronic and non-electronic media.

Performance appraisal is done every six months. In 2017, ANTAM has completed a performance assessment for 2,616 employees or 100% of the total ANTAM employees followed by competency assessment using the assessment center against 86 employees, followed by promotion and rotation process for the performance shown.

TABEL PERSENTASE PENILAIAN KINERJA BERBASIS SMUK [404-3]

PRESENTATION OF SMUK BASED PERFORMANCE ASSESSMENT [404-3]

Jumlah Pegawai yang telah mengikuti Penilaian Kinerja 2017 Number of Employees Who Have Undergone Performance Assessment in 2017	Laki-Laki Male	Perempuan Female
Jumlah Pegawai yang Telah Mengikuti Penilaian Kinerja 2017 Number of Employees Who Have Undergone Performance Assessment in 2017	2.406	210
Total Pegawai Total Employees	2.406	210
% Penilaian Kinerja Berbasis SMUK [404-3] % SMUK-Based Performance Assessment [404-3]	100%	100%

Jumlah Pegawai yang Telah Mengikuti Penilaian Kinerja 2017 (Berdasarkan Job Level) Number of Employees Who Have Undergone Performance Assessment in 2017 (According to Job Level)	Jumlah Pegawai Number of Employees
Area Area	429
Section Section	1.371
Departemen Department	496
Biro Bureau	180
Unit/Bisnis Unit/Divisi/Proyek Unit/Business Unit/Division/Project	92
Jumlah Total	2.616



Pengantar
Introduction



Strategi Keberlanjutan ANTAM
ANTAM Sustainability Strategy



Sekilas ANTAM
About Us



Tata Kelola Berkelanjutan
di ANTAM
Sustainable Governance
at ANTAM



Pengecekan kualitas di pabrik UBPP Logam Mulia
Quality control in Precious Metals Processing and Refinery Business Unit Plant

TABEL PERSENTASE PENILAIAN KINERJA BERBASIS SMUK [404-3] SMUK-BASED PERFORMANCE APPRAISAL PERCENTAGE RESULTS TABLE [404-3]

Jumlah Perstar Assement Centre 2017 (Berdasarkan Gender dan Job Level) Number of Employees Participating in Perstar Assessment Center 2017 (According to Gender and Job Level)	Laki-Laki Male	Perempuan Female
Divisi Division	57	5
Biro Bureau	23	1

MEMBINA HUBUNGAN BAIK

ANTAM menyadari bahwa pegawai merupakan aset penting bagi Perusahaan sehingga selain sistem pengelolaan dan pengembangan, diperlukan sebuah hubungan yang baik antara Perusahaan dan pegawai. Hubungan baik tersebut sudah diatur dalam kebebasan pegawai untuk berkumpul, berserikat, dan berpendapat. Kami meyakini bahwa hubungan harmonis akan tercipta jika ada komunikasi yang baik antara banyak pihak dan dilakukan secara dua arah.

FOSTERING SOLID RELATIONS

ANTAM realizes that employees are important assets to the Company, thus in addition to the management and development system, a good relationship between the Company and the employees is required. Such good relationships are set in the rights for employees to gather, assemble, and expressing opinion. We believe that a harmonious relationship will be created if there is good communication between many parties.



Manfaat Ekonomi Berkelanjutan

Sustainable Economic Benefits



Kinerja Kami Melestarikan Lingkungan

Our Endeavor in Preserving the Environment



Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat

Encouraging Active Role in Achieving Community Sustainability



Merekrut dan Mengembangkan Talenta Insan ANTAM

Recruiting and Developing Talents of ANTAM's Employees



Pengelolaan Keselamatan Pertambangan Berkelanjutan

Sustainable Mining Safety Management

KEBEBASAN BERSERIKAT DAN PERJANJIAN KERJA BERSAMA [102-41]

ANTAM mendukung penuh kebebasan pegawai untuk berkumpul, berserikat, dan berpendapat melalui Serikat Pekerja. Serikat ini menjadi wadah komunikasi dan aspirasi para pegawai ANTAM. Sebagian besar pegawai Perusahaan bergabung dalam PERPANTAM (Persatuan Pegawai Aneka Tambang) dan sebagian kecil pegawai terutama di UBP Nikel Sulawesi Tenggara dan UBP Nikel Maluku Utara bergabung ke Serikat Pekerja Seluruh Indonesia (SPSI).

Kebebasan berserikat bagi pegawai merefleksikan kepatuhan Perusahaan atas Undang-undang No. 21 tahun 2000 tentang Serikat Pekerja/Serikat Buruh dan ILO Convention 87 yang menjamin kebebasan semua pekerja untuk masuk dalam organisasi pekerja yang dikelola secara profesional sebagai sarana penghubung antar pekerja dan Perusahaan untuk menciptakan hubungan Industrial yang harmonis dan saling menguntungkan semua pihak. [102-12]

Pada 2017, Perusahaan dan Serikat Pekerja sudah menyelesaikan perundingan Perjanjian Kerja Bersama (PKB) 2018-2019 untuk menjamin terpenuhinya syarat kerja, hak, dan kewajiban Pegawai ANTAM. Perundingan dilaksanakan tiga kali di Bandung, Malang, dan Makassar.

Pengesahan dilakukan pada bulan September 2017 yang dihadiri langsung oleh Kementerian Ketenagakerjaan. Setelah pengesahan, ANTAM melakukan sosialisasi secara tatap muka ke seluruh unit bisnis termasuk kantor pusat.

Saat ini seluruh pegawai tetap (100%) ANTAM telah menjadi anggota serikat pekerja dan terlindungi kepentingannya yang telah terdaftar pada Kementerian Ketenagakerjaan Republik Indonesia c.q. Direktorat Jenderal Pembinaan Hubungan Industrial dan Jaminan Sosial Tenaga Kerja No. 166/Pdf.7/PKB/X/2015 tanggal 19 Oktober 2015.

Manajemen ANTAM meyakini bahwa selama ini Perusahaan dan serikat pekerja utama PERPANTAM telah memiliki hubungan yang produktif untuk berbagai tujuan. Seperti yang digambarkan berikut:

FREEDOM OF ASSOCIATION AND COLLECTIVE LABOR AGREEMENT [102-41]

ANTAM fully supports employees rights to assemble, associate, and expressing opinion through Labour Unions. This union becomes a forum for communication and aspirations of ANTAM employees. Most of the employees joins the PERPANTAM (Persatuan Pegawai Aneka Tambang) and a small number of employees, especially in Southeast Sulawesi Nickel Mining Business Unit and North Maluku Nickel Mining Business Unit join the All Indonesian Workers Union (SPSI).

Freedom of association for employees reflects the Company's compliance with Law no. 21 year 2000 on Trade Unions and ILO Convention 87 which guarantees the freedom of all workers to enter into professionally managed workers organizations as a means of liaison between workers and companies to create harmonious and mutually beneficial Industrial Relations of all parties. [102-12]

In 2017, the Company and Trade Union have completed negotiations on the Collective Labor Agreement (CLA) 2018-2019 to ensure the fulfillment of ANTAM employees working conditions, rights and obligations. The negotiations were held three times in Bandung, Malang and Makassar.

The signing took place in September 2017 which was attended directly by the Ministry of Manpower. After the endorsement, ANTAM conducts face-to-face socialization to all business units including headquarters.

Currently all permanent employees (100%) of ANTAM have become union members and protected by their interests which have been registered with the Ministry of Manpower of the Republic of Indonesia c.q. Directorate General of Industrial Relations and Labor Social Security No. 166/Pdf.7/PKB/X/2015 dated October 19, 2015.

ANTAM's management believes that the Company and major trade unions of PERPANTAM have had productive relationships for various purposes. As illustrated below:



Sinergi ANTAM dan Serikat [102-41]

<ul style="list-style-type: none"> • Perundingan PKB <ul style="list-style-type: none"> - Menyepakati syarat-syarat kerja, hak dan kewajiban para pihak - Perundingan dilakukan 2 tahun sekali apabila para pihak tidak menyepakati perpanjangan masa berlaku PKB • Negotiations on Collective Labor Agreement (PKB) <ul style="list-style-type: none"> - In agreement on terms of work, rights and obligations of the related parties - Negotiations will be held every two years if related parties are not in agreement on extension of validity period of PKB 	<ul style="list-style-type: none"> • <i>Quarterly Meeting</i> <ul style="list-style-type: none"> - Evaluasi pelaksanaan PKB bila terdapat kendala dalam pelaksanaannya - Isu-isu terkait ketenagakerjaan atau hubungan kerja yang tidak dapat diselesaikan di unit/unit bisnis • Quarterly Meeting <ul style="list-style-type: none"> - Evaluation on implementation of PKB should there be any issues on the implementation - Issues on employment or industrial relations that can be solved at unit/business unit level 	<ul style="list-style-type: none"> • Penyelesaian Perselisihan Hubungan Industrial <ul style="list-style-type: none"> - Penyelesaian keluh kesah pegawai secara berjenjang - Tim Musyawarah Kepegawaian untuk jenis pelanggaran kategori sedang dan berat - Pelaksanaan Bipartit dan LKS Bipartit • Industrial relation dispute settlement <ul style="list-style-type: none"> - Settlement of employee grievance in stages - Establishment of Employee Negotiation Team for medium and heavy violations - Implementation of Bipartit and LKS Bipartit
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Jalur komunikasi dengan PERPANTAM juga berfungsi untuk menyampaikan segala bentuk informasi terkait kegiatan operasional dan bisnis Perusahaan. Misalnya penutupan tambang, ANTAM wajib melakukan sosialisasi kepada pegawai minimal dua tahun sebelumnya. Hal ini memudahkan pegawai untuk menyiapkan langkah antisipasi perubahan. Selain itu, informasi seperti perubahan manajemen, pengurangan tenaga kerja, pemindahan dan penambahan unit bisnis juga diberitahukan melalui PERPANTAM.

Upaya ANTAM membina relasi dengan pegawai berjalan sangat baik. Hal ini terlihat pada respon terkait penyelesaian berbagai permasalahan ketenagakerjaan. Tidak ada permasalahan yang berlarut-larut tanpa penyelesaian yang memuaskan kedua belah pihak sehingga tidak ada kasus demonstrasi pegawai dan kebuntuan negosiasi yang berdampak signifikan operasional ANTAM pada periode laporan ini. [MM4]

ANTAM telah berusaha mengembangkan hubungan industrial yang baik dan telah menghasilkan suasana kerja yang kondusif selama 2017. Hal ini ditandai tidak adanya pemogokan kerja pegawai dan insiden yang disebabkan oleh diskriminasi selama periode pelaporan.

Communication channel with PERPANTAM also serve to convey all types of information on the Company's operation and business activities. An example on mine closure, ANTAM is obligated to notify its employees minimum two years prior. This will make it easier for employees in anticipating changes. In addition, information such as on changes in management, reduction of workforce, and transfer and addition of business units are also notified through PERPANTAM.

ANTAM put the best effort to maintain the relations with the employees. This is can be seen in the response related to the settlement of various labor issues. There is no protracted problem without satisfactory settlement of both parties so there is no case of employee strikes and negotiation deadlock that significantly impact ANTAM's operations during this reporting period. [MM4]

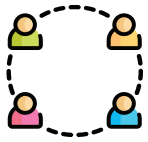
ANTAM has ought to develop good industrial relations and has resulted in a conducive working environment during 2017. This marked the absence of work strikes by employees and incidents caused by discrimination during the reporting period.

EMPLOYEE ENGAGEMENT SURVEY & TINGKAT KEPUASAN PEGAWAI [103-3]

Sebagai salah satu tolak ukur pengelolaan SDM yang baik, ANTAM melalui Divisi Organization Effectiveness & Development (OED) melakukan survei terkait dengan keterikatan pegawai (*Employee Engagement Survey*) dan kepuasan pegawai. Hasil survei tahun 2017, *Employee Engagement Survey* mencapai 92,25% dan *Employee Satisfaction Index* mencapai 3,23 dari skala 4,00. Kedua survei keterikatan dan kepuasan pegawai mengalami peningkatan dibanding tahun sebelumnya.

EMPLOYEE ENGAGEMENT SURVEY & EMPLOYEE SATISFACTION LEVEL [103-3]

As one of the measurement of good human resource management, ANTAM through the Organization Effectiveness & Development (OED) Division conducts surveys related to Employee Engagement Survey and employee satisfaction. The results of the survey in 2017, Employee Engagement Survey reached 92.25% and Employee Satisfaction Index reached 3.23 from 4.00 scale. Both the survey of employee engagement and employee satisfaction increased compared to the previous year.



Employee Engagement Survey
Employee Engagement Survey



Employee Satisfaction Index
Employee Satisfaction Index



PENGELOLAAN KESELAMATAN PERTAMBANGAN BERKELANJUTAN ^{[103-1][103-2]}

Sustainable Mining Safety Management ^{[103-1][103-2]}

0

Kecelakaan fatal di seluruh operasional ANTAM pada 2017 sehingga mewujudkan komitmen *zero fatality*

Fatal incidents at all ANTAM's operations throughout 2017, achieving its commitment of zero fatality

100%

Pegawai ANTAM berstatus *fit* untuk melakukan tugas dan pekerjaan serta tidak ada pegawai dikategorikan *unfit*

ANTAM employees are considered fit to perform their tasks and jobs and no employees are categorized as unfit

LTIFR – TRIFR
LTIFR – TRIFR

Pada 2017, ANTAM mencatat
In 2017, ANTAM recorded **8** Kali | Times

Kecelakaan yang menyebabkan kehilangan jam kerja
Lost Time Injury Frequency Rate – LTIFR
Lost time incidents, with 5 non-recordable minor incidents and 3 recordable major incidents

dengan | with

0,40

Nilai kekerapan terjadinya kecelakaan
Total Recordable Incident Frequency Rate – TRIFR

Lost time frequency rate or incidents that cause lost time per 1 million working hours

4

Penghargaan Safety Award dari Kementerian ESDM. Tiga unit bisnis ANTAM meraih Penghargaan Utama dan satu unit bisnis meraih penghargaan Pratama dalam kategori Keselamatan Tambang (*Mine Safety*)

Safety Award from the Ministry of Energy and Mineral Resources (ESDM) of the Republic of Indonesia. Three business unit receiver Utama Award and another one received Pratama Award for Mine Safety Category

Pengelolaan Keselamatan Pertambangan Berkelanjutan Sustainable Mining Safety Management	236	Penanganan Keadaan Darurat Emergency Response Program	247
Selamat di Tempat Kerja Workplace Safety	237	Keselamatan Kontraktor Contractor Safety	249
Terbaik dalam Mengelola K3 Best in Managing OHS	238	Finalisasi Contractor Safety Management System (CSMS)	250
ANTAM Safety Principles (SUPER SAFE) ANTAM Safety Principles (SUPER SAFE Campaign)	238	Finalization of Contractor Safety Management System (CSMS)	250
Zero Fatality Zero Fatality	239	Statistik Kinerja K3 OHS Performance Statistics	253
Penerapan SMKP SMKP Implementation	242	Sehat di Tempat Kerja Occupational Health	253
Pelaksanaan Sistem KO Mine Operational Safety System Implementation	242	Olahraga Sebagai Tindakan Preventif Sports as Preventive Action	256
Struktur Organisasi Sistem Keselamatan Pertambangan Organization Structure of Mining Safety System	245	<i>Weight Loss Challenge</i> Weight Loss Challenge	257
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PENGELOLAAN KESELAMATAN PERTAMBANGAN BERKELANJUTAN

SUSTAINABLE MINING SAFETY MANAGEMENT



Pengecekan oxygen plant di UBP Nikel Sulawesi Tenggara sebagai bentuk pengelolaan K3
Oxygen Plant checking in Southeast Sulawesi Nickel Mining Business Unit as HSE management implementation

Sebagai wujud pelaksanaan praktik penambangan yang baik, ANTAM senantiasa menempatkan keselamatan sebagai prioritas utama di kegiatan operasional. ANTAM menyadari operasi Perusahaan memiliki karakteristik risiko yang berbeda dengan industri yang lain. Berkenaan dengan hal itu, ANTAM berupaya menjamin pegawai ANTAM dan kontraktor tambang agar selamat, sehat dan mewujudkan kegiatan operasi yang aman dan efisien melalui sistem manajemen keselamatan pertambangan. [103-1]

Pada tahun 2017, ANTAM melakukan perubahan Kebijakan Manajemen (*management policy*) No.130.K/01/DAT/2009 tentang Keselamatan dan Kesehatan Kerja (K3) yang diubah menjadi Kebijakan Manajemen No.923.K/09/DAT/2017 tentang Kebijakan Sistem Manajemen Keselamatan Pertambangan (SMKP). Bagi ANTAM, pembaruan ini dapat meningkatkan efektivitas pengelolaan risiko-risiko keselamatan pertambangan sehingga dapat menunjang kinerja Perusahaan. ANTAM membuat kampanye komunikasi bernama SUPER SAFE sebagai prinsip-prinsip keselamatan di Perusahaan. [103-2]

As a manifestation of good mining practices, ANTAM places safety as top priority in operational activities. ANTAM realizes that the Company's operations have different risk characteristics with other industries. In this regard, ANTAM strives to ensure for its employees and contractors health and safety also to implement safe and efficient operations through mining safety management system. [103-1]

In 2017, ANTAM made a change of Management Policy No.130.K/01/DAT/2009 on Occupational Health and Safety (OHS) to Management Policy No.923.K/09/DAT/ 2017 on Mining Safety Management System Policy (SMKP). For ANTAM, this update could improve the effectiveness of mining safety risks management to support the Company's performance. ANTAM creates a communication campaign called SUPER SAFE, the safety principles in the Company. [103-2]

ANTAM berupaya menjamin pegawai tambang agar selamat, sehat dan mewujudkan kegiatan operasi yang aman dan efisien melalui sistem manajemen keselamatan pertambangan

ANTAM strives to ensure for its workers and miners to always be safe and healthy and to implement safe and efficient operations through mining safety management system

Kami juga melaporkan bahwa tidak ada kecelakaan fatal (*Zero Fatality*) yang terjadi selama tahun 2017, hal ini merupakan refleksi dari penerapan K3 dan Keselamatan Operasi Pertambangan (KO Pertambangan) yang baik di ANTAM.

SELAMAT DI TEMPAT KERJA

ANTAM menerapkan sistem K3 dan KO di setiap lini bisnis Perusahaan. K3 bertujuan untuk memberikan perlindungan keselamatan dan kesehatan kepada pekerja. Bagi ANTAM, pencapaian kinerja K3 sama pentingnya dengan pencapaian kinerja produksi. Komitmen ANTAM perihal ini dapat dilihat dari berbagai program keselamatan kerja, kesehatan kerja, dan lingkungan kerja.

Sedangkan melalui pengelolaan KO pertambangan, ANTAM berupaya menjamin dan melindungi operasional pertambangan yang aman, efisien dan produktif melalui pengelolaan dan pelaksanaan sistem pemeliharaan/perawatan sarana, prasarana, instalasi, peralatan pertambangan, kompetensi tenaga teknik, dan evaluasi laporan hasil kajian teknis pertambangan.

There were no incidents (*Zero Fatality*) occurred during 2017, which is a reflection of the good implementation of OHS and Safety Mining Operation in ANTAM.

WORKPLACE SAFETY

ANTAM applies OHS and Mine Operation Safety system in every business line of the Company. OHS aims to provide safety and health protection to workers. For ANTAM, achievement of OHS performance is as important as achievement of production performance. It is shown through various programs in occupational health, safety and work environment.

Through Mine Operation Safety management, ANTAM committed to ensure and protect safety, efficient and productive mining operations through management and implementation of facilities maintenance systems, infrastructure, installations, mining equipment, technical competence, and evaluation of reports on mining technical studies.



Terbaik dalam Mengelola K3

Pelaksanaan sistem K3 dan KO ANTAM telah mendapatkan apresiasi dari pemangku kepentingan, salah satu di antaranya penghargaan Safety Award dari Kementerian Energi & Sumber Daya Mineral (ESDM) Republik Indonesia. Tiga unit bisnis ANTAM meraih Penghargaan Utama Pengelolaan Keselamatan Pertambangan Mineral dan Batu bara Kelompok IUP, yakni UBP Nikel Sulawesi Tenggara, UBP Nikel Maluku Utara, dan UBP Bauksit, serta UBPP Logam Mulia mendapatkan Penghargaan Pratama.

ANTAM Safety Principles (SUPER SAFE)

Sebagai wujud komitmen keselamatan ANTAM, pada 2017 kami menetapkan prinsip-prinsip keselamatan bernama SUPER SAFE. SUPER SAFE merupakan sebuah kata motivasi bagi seluruh pegawai untuk selalu bekerja secara lebih (*Super*) tapi tetap memperhatikan kaidah keselamatan pertambangan (*Safe*). [103-2]

Slogan ini diharapkan menjadi tata nilai yang melekat pada setiap karyawan sehingga menjadi budaya kerja. SUPER SAFE telah distandardisasi dan disosialisasikan di unit, unit bisnis, proyek pengembangan, anak Perusahaan, serta mitra kerja di lingkungan ANTAM.

ANTAM Safety Principles diwujudkan dengan SUPER SAFE merupakan singkatan dari:

1. **S**yarat standar pekerja harus terpenuhi
2. **U**tamakan pengamanan area dan alat
3. **P**ahami bahaya dan risiko operasi tambang dan pengolahan mineral
4. **P**ERhatikan prosedur tanggap darurat
5. **S**elalu gunakan izin kerja khusus
6. **A**mankan pekerjaan di atas air
7. **F**okus pada prosedur alat angkat dan Angkut
8. **E**fektifkan manajemen perubahan

SUPER SAFE dideskripsikan menjadi 8 (delapan) prinsip utama dalam rangka menjamin pekerja tambang sehat, selamat, dan operasional tambang yang aman, efisien dan produktif dalam pelaksanaan kegiatan usaha pertambangan.

Best in Managing OHS

The implementation of ANTAM's OHS and Mine Operational Safety system has received appreciation from stakeholders, one of which is the Safety Award from the Ministry of Energy and Mineral Resources (ESDM) of the Republic of Indonesia. Southeast Sulawesi Nickel Mining Business Unit, North Maluku Nickel Mining Business Unit and Bauxite Mining Business Unit all received Utama Award, while Precious Metals Processing and Refinery Business Unit received Pratama Award for Mineral and Coal Mining Safety Management for Holders of Mining Business Permits.

ANTAM Safety Principles (SUPER SAFE Campaign)

As a manifestation of ANTAM's safety commitment, in 2017 we established the safety principles called SUPER SAFE. SUPER SAFE is a motivational word for all employees to always work more (*Super*) but still paying attention to the rules of mining safety (*Safe*). [103-2]

The slogan is expected to be the inherent value of each employee to become a work culture. SUPER SAFE has been standardized and socialized in units, business units, development projects, subsidiaries, as well as partners in the ANTAM operational areas.

ANTAM Safety Principles which are embodied with SUPER SAFE stands for:

1. Workers' standard requirements must be met
2. Prioritize the security of tools and area
3. Understand the dangers and risks of mining operations and mineral processing
4. Pay attention to emergency response procedures
5. Always use a special work permit
6. Secure work on water
7. Focus on lift and transport procedures
8. Effective change management

SUPER SAFE is described with 8 (eight) main principles in order to ensure safe, efficient and productive mining workers, secure and safety mining operations, efficient and productive in conducting mining operations activities.



Zero Fatality

Kegiatan penambangan, pengolahan, dan pengangkutan mineral logam memiliki berbagai risiko terkait kesehatan dan keselamatan baik untuk pekerja maupun aset Perusahaan. Kecelakaan tambang yang terjadi dalam aktivitas pertambangan dapat menimbulkan kerugian, baik itu cedera yang dialami korban maupun kerusakan sarana dan fasilitas milik Perusahaan.

Perusahaan juga dapat mengalami risiko tidak langsung atas sebuah risiko K3, misalnya kehilangan hari kerja dan jam kerja (*opportunity loss*), menurunnya reputasi, ancaman sanksi atau denda, tuntutan hukum, dan lain sebagainya. Tanpa penanganan yang serius, kecelakaan fatal yang terjadi dalam aktivitas pertambangan juga dapat mengakibatkan operasi penambangan dihentikan sementara.

ANTAM terus berkomitmen untuk mengelola keselamatan pertambangan secara benar sesuai standar dan peraturan yang berlaku untuk merealisasikan *zero fatality*. ANTAM telah melakukan pemetaan risiko kesehatan dan keselamatan kerja yang menjadi salah satu acuan dalam perencanaan program keselamatan dan kesehatan yang sesuai. Jenis pekerjaan yang berisiko tinggi di lingkungan kerja ANTAM adalah sebagai berikut:

Zero Fatality

Mining, processing, and transporting of metal minerals have various health and safety related risks for both workers and Company assets. Mining accidents occurred in mining activities can result in losses, whether it is injuries suffered by victims, as well as damage to facilities and facilities owned by the Company.

The Company may also experience an indirect risk of an OHS risk, such as loss of work day and opportunity loss, reputation decline, sanction or fines threats, lawsuits, and so on. Without serious handling, fatal accidents occurring in mining activities may also result in mining operations being suspended.

ANTAM continues to commit in managing mining safety properly according to the standards and regulations applicable to achieve zero fatality. ANTAM has conducted health and safety risk mapping which is one of the reference in planning the appropriate health and safety program. The types of high-risk jobs in ANTAM's workplace are as follows:



JENIS PEKERJAAN BERISIKO TINGGI BERDASARKAN UNIT BISNIS [403-3]

TYPE OF HIGH RISK ACTIVITIES BY BUSINESS UNIT [403-3]

Unit Bisnis Business Units	Jenis Pekerjaan dengan Risiko Tinggi	Type of High Risk Activity
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	<ul style="list-style-type: none"> Pekerjaan operasional <i>maintenance</i> peralatan pabrik & alat berat Pekerjaan <i>machining</i> & fabrikasi Pekerjaan <i>demolish & erection</i> Pekerjaan pengerukan <i>slag</i> di kolam granulasi Pekerjaan Pengangkutan dan pendorongan <i>ore</i> dan material lainnya Pemuatan <i>slag</i> De-S di pemurnian Pengoperasian agregat dan <i>slag treatment</i> Pemotongan skrep Pengerukan lumpur di kolam agregat I, II dan III dan <i>slag treatment</i> Pembongkaran BBM (IDO/MFO) Pemuatan produk feronikel ke kapal ekspor Pemuatan <i>ore</i> ekspor ke kapal melalui pontoon Pemuatan feronikel ke kapal ekspor dengan menggunakan <i>fixed crane</i> Pembongkaran antrasit atau batu bara Pengoperasian <i>tug boat</i> dan armada laut lainnya Pengisian BBM ke <i>tug boat</i> Proses <i>casting shot making</i> Proses <i>drying</i> produk <i>shot</i> Pengecekan <i>Inside Electrostatic Precipitator</i> (EP) Penggantian <i>diverter switch</i> <i>trafo furnace</i> Penanganan <i>trouble shooting FeNi plant</i> 	<ul style="list-style-type: none"> Maintenance of plant equipment and heavy equipment Machining and fabrication work Demolish and erection work Slag dredging in granulation pools Transporting and shoveling ore and other materials Loading De-S slag in Refinery Operating aggregate and slag treatment Cutting scrap Mud dredging in aggregate ponds I, II, III, and slag treatment IDO/MFO unloading Loading ferronickel product to cargo vessel Loading export ore to vessel using a pontoon Loading ferronickel to export vessel using a fixed crane Unloading anthracite/coal Operating tug boat and other sea vessels Refueling tug boat Casting shot making process Drying of shot products process Checking inside electrostatic precipitator (EP) Replacing diverter switch of furnace transformer Trouble shooting of feni plant
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	<ul style="list-style-type: none"> Pekerjaan operasional pengangkutan bijih nikel ke tongkang Transportasi karyawan menggunakan <i>speedboat</i> Pekerjaan pengangkutan material menggunakan Crane Pekerjaan di ketinggian pada kegiatan konstruksi Pabrik Feronikel Pekerjaan transportasi komponen mekanikal pabrik Feronikel dari dermaga menuju area pabrik 	<ul style="list-style-type: none"> Transporting nickel ore to barges Employee transportation using speedboat Material transport and movement using Crane Working at heights during the construction of Feronickel Plant Feronickel Plant 's mechanical components transport from docklands to plant area
UBP Emas Gold Mining Business Unit	<ul style="list-style-type: none"> Pekerjaan operasional tambang bawah tanah Pekerjaan operasional pengolahan emas Pekerjaan operasional <i>maintenance</i> Pekerjaan operasional <i>quality control</i> 	<ul style="list-style-type: none"> Underground mining operations Gold processing operations Maintenance operational activities Quality control operational activities
UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit	<ul style="list-style-type: none"> Peleburan (<i>ore</i>/kristal perak/emas) Pengambilan kristal perak & Emas dari bak sel perak & emas (panen) Penggantian tabung <i>chlorin</i> Proses <i>chlorination</i> Pengepresan <i>coin/gold bar</i> Penggilasan dan pemotongan Plat Emas Pengangkutan limbah cair – <i>spent</i> elektrolit 	<ul style="list-style-type: none"> Smelting (<i>dore/crystal gold /silver</i>) Removing silver crystal and gold from silver cell and gold bath Replacing chlorine tubes Chlorination process Pressing coins/gold bars Rolling and cutting gold plate (press cutting) Transporting liquid waste/spent electrolyte
UBP Bauksit Bauxite Mining Business Unit	<ul style="list-style-type: none"> Risiko terpeleset dan jatuh di area <i>hopper</i> (saringan) Transportasi karyawan menggunakan LV bak terbuka Pekerjaan <i>transshipment ore</i> dari darat ke dalam tongkang 	<ul style="list-style-type: none"> Risk of slipping and tripping in hopper area Employee transportation using open tub LV Ore transshipment works from land to barge
Unit Geomin Geomin Unit	<ul style="list-style-type: none"> Pekerjaan pengangkutan/perpindahan alat bor dengan risiko pekerja terjatuh di tebing Eksplorasi regional dengan risiko tersesat/hilang di hutan dan serangan binatang buas maupun hewan berbisa Pekerjaan pengukuran menggunakan elektro <i>logging</i> (radioaktif) 	<ul style="list-style-type: none"> Transporting/moving drilling rig with fall risk in slope Regional exploration with risk of lost in woods and attack of wild and venomous animal Measurement works using electro logging (radioactive)

Dalam mewujudkan komitmen tersebut, ANTAM berupaya mengawasi operasional pertambangan agar terhindar dari kecelakaan dan penyakit akibat kerja. Kami meyakini bahwa adanya perlindungan saat melakukan kegiatan operasi akan berdampak positif terhadap peningkatan produksi ANTAM.

In realizing that commitment, ANTAM strives to oversee mining operations to avoid accidents and occupational illnesses. We believe that protection during operations will have a positive impact on ANTAM's production increase.

Sepanjang 2017, ANTAM berhasil mencapai target Nihil Kecelakaan Fatal atau *Zero Fatality* di seluruh operasional bisnisnya. Hal ini tercapai berkat upaya-upaya pencegahan insiden kecelakaan serta komitmen Insan ANTAM, kontraktor, dan pihak terkait lainnya. Upaya yang dilakukan dalam rangka pencegahan terjadinya kecelakaan diantaranya:

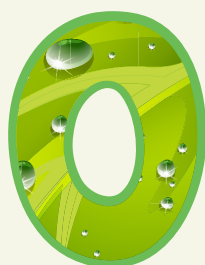
Throughout 2017, ANTAM has successfully achieved the target of Zero Fatality throughout its business operations. This is achieved thanks to the efforts in accidents and incidents prevention, as well as the commitments of ANTAM individuals, contractors and other related parties. Efforts made in order to prevent accidents include:

1. Melakukan identifikasi bahaya dan risiko pada seluruh area kerja serta menilai dan melakukan pengendalian risiko
2. Meningkatkan pendidikan dan pelatihan dan/atau *refresh* kepada seluruh pekerja tambang.
3. Meningkatkan sosialisasi tentang keselamatan pertambangan kepada seluruh pegawai dan kontraktor
4. Meningkatkan koordinasi dan pertemuan kepada semua unit bisnis ANTAM yang intensif
5. Melakukan observasi/inspeksi keselamatan dan lingkungan antar unit bisnis ANTAM yang dikoordinasi oleh kantor pusat
6. Meningkatkan imbauan-imbauan dari Direksi terkait keselamatan pertambangan, khususnya Program Manajemen Turun Ke Bawah (GEMBA).

1. Hazard and risks identification in all work areas and risk assessment and control
2. Increase education and training and / or refresh to all mine workers.
3. Increase the socialization of mining safety to all employees and contractors
4. Improve coordination and meetings to all intensive ANTAM business units
5. Conduct safety and environmental observation/ inspections among ANTAM business units which coordinated by head office
6. Increasing appeals from the Directors related to mining safety, in particular the Hands On Management Program (GEMBA).



Kewajiban *Self Rescue Oxygen* dan *Gas Detector* di Operasi Tambang Oxygen Self Rescue Obligation and Gas Detector in Mining Operations



**Zero Fatality
2017**

Pada 2016, terjadi kecelakaan di operasi tambang UBP Emas yang mengakibatkan *fatality* pada satu pekerja. Saat itu pekerja terlalu banyak menghirup karbon monoksida (CO), sisa dari hasil peledakan yang terjebak. Atas kejadian tersebut, ANTAM melakukan evaluasi terkait dengan seluruh ventilasi tambang bawah tanah, juga langsung mewajibkan pemakaian *Self Rescue Oxygen* dan *Gas Detector* kepada para pekerja yang akan masuk ke tambang bawah tanah. Hal tersebut juga tertuang dalam prinsip SUPER SAFE poin ketiga di mana setiap pekerja wajib memahami bahaya dan risiko operasi tambang dan pengolahan mineral. Hasilnya, tahun 2017 ANTAM berhasil mencapai *zero fatality*.

In 2016, a fatal accident occurred to one of worker in the occurred in the Gold Mining Business Unit. At that time, the worker inhaled too much of carbon dioxide (CO₂) trapped in the ground after blasting. Because of the incident, ANTAM then conducted an evaluation on underground mine ventilation system and directly require the use of Self Rescue Oxygen and Gas Detector to the workers who will enter the underground mine. It is also contained in the principle of SUPER SAFE in the third point, which states that each worker must understand the dangers and risks of mining operations and mineral processing. The result, in 2017 ANTAM managed to achieve zero fatality.



Penerapan SMKPK [103-2]

Dalam operasional sehari-hari, ANTAM telah menerapkan Sistem Manajemen Keselamatan Pertambangan (SMKP) sebagai bentuk pengelolaan keselamatan di tempat kerja. Sesuai fokus pengelolaannya, Sistem K3 ANTAM terbagi atas aspek Keselamatan Kerja, Kesehatan Kerja, dan Lingkungan Kerja. Berbagai program dan pelatihan K3 dilaksanakan di seluruh operasional dan unit bisnis ANTAM, termasuk penyediaan peralatan keselamatan kerja bagi karyawan, khususnya bagi pekerja yang berada di lokasi pertambangan dan pengolahan. Penerapan SMKP di ANTAM telah sesuai standar pelaksanaan K3 internasional dan memperoleh sertifikasi Occupational, Health & Safety Management System (OHSAS) 18001:2007.

SMKP Implementation

In its daily operations, ANTAM has implemented the Mining Safety Management System (SMKP) as a form of safety management in the workplace. As the focus of its management, ANTAM OHS System is divided into aspects of Occupational Safety, Occupational Health, and Work Environment. Various OSH programs and training are conducted throughout ANTAM's operations and business units, including provision of safety equipment for employees, especially for workers located in mining and processing locations. The implementation of SMKP in ANTAM has been in accordance with the international OHS standards and has been certified by Occupational, Health & Safety Management System (OHSAS) 18001: 2007.

RUANG LINGKUP K3 PERTAMBANGAN SCOPE OF OHS IN MINING



Keselamatan Kerja
Occupational Safety

- Manajemen risiko
- Program keselamatan kerja
- Pelatihan dan pendidikan keselamatan kerja
- Administrasi keselamatan kerja
- Manajemen keadaan darurat
- Inspeksi dan audit keselamatan kerja
- Pencegahan dan penyelidikan kecelakaan

- Risk management
- Occupational safety program
- Occupational safety training and education
- Occupational safety administration
- Emergency situation management
- Occupational safety inspection and audit
- Accident prevention and investigation



Kesehatan Kerja
Occupational Health

- Program kesehatan kerja
- Pemeriksaan kesehatan pekerja
- Pencegahan penyakit akibat kerja
- Diagnosis dan pemeriksaan penyakit akibat kerja
- Hygiene dan sanitasi
- Pengelolaan makanan, minuman dan gizi kerja
- Ergonomi

- Occupational health
- Health surveillance
- Occupational diseases prevention
- Occupational illness diagnosis and examination
- Sanitation and hygiene
- Management of food, drinks and nutrition
- Ergonomi



Lingkungan Kerja
Workplace

- Pengendalian debu
- Pengendalian kebisingan
- Pengendalian getaran
- Pencahayaan
- Kualitas udara kerja (kuantitas dan kualitas)
- Pengendalian radiasi
- House keeping
- Sistem manajemen K3

- Dust control
- Noise control
- Vibration control
- Lighting
- Air quality ambient (quantity and quality)
- Radiation control
- House keeping
- OHS management system

Pelaksanaan Sistem KO [103-2]

Pengawasan Keselamatan Operasi berfokus pada pengelolaan dan kelayakan sarana, prasarana, dan instalasi peralatan sesuai standar yang berlaku serta kompetensi tenaga kerja ANTAM dengan tujuan terciptanya kegiatan operasi pertambangan yang aman.

Mine Operational Safety System Implementation [103-2]

Operational Safety Monitoring focuses on the management and feasibility of facilities, infrastructure and equipment installation according to applicable standards and ANTAM's labor competence with the aim of creating safe mining operations.

RUANG LINGKUP KESELAMATAN OPERASI PERTAMBANGAN SCOPE OF MINING SAFETY OPERATION



Lebih lanjut, pengawasan Keselamatan dan Kesehatan Kerja dan Keselamatan Operasional pertambangan dilaksanakan dalam bentuk:

- Pengawasan Administratif**
Pengawasan administratif meliputi:
 - Laporan kecelakaan dan kejadian berbahaya (format IIIi; Xi)
 - Peralatan (dokumen untuk perizinan)
 - Persetujuan (dokumen kajian, tinggi jenjang, ventilasi, penyanggaan, dan lain-lain)
 - Laporan pelaksanaan program K3 (Triwulan)
 - Laporan internal audit SMKP
 - Rencana Kerja (RKAB)
- Pengawasan Operasional/Lapangan**
Pengawasan operasional/lapangan meliputi:
 - Inspeksi Keselamatan dan Kesehatan Kerja
 - Inspeksi dilaksanakan oleh Inspektur Tambang (IT) dengan berkoordinasi dengan pengawas pusat dan daerah berdasarkan prosedur tetap dan KTT diposisikan sebagai mitra. Contoh objek yang diinspeksi antara lain area penambangan, haul road, perbengkelan, pabrik, pengolahan, fasilitas, dan instalasi lainnya
 - Pemeriksaan/penyelidikan kecelakaan
 - Pemeriksaan/penyelidikan kejadian berbahaya
 - Pengujian kelayakan sarana dan Peralatan
 - Pengujian kondisi lingkungan kerja
 - Pengujian kelayakan peralatan, sarana, dan instalasi
 - Investigasi insiden yang terjadi

Implementation of Mining Safety Operation supervision is conducted by means of:

- Administrative supervision**
Administrative supervision, includes:
 - Accident and Hazard occurrence report (Format IIIi;Xi)
 - Equipment (permit documents)
 - Approval (review document, bench heights, ventilation, support, etc)
 - OHS program implementation report (quarterly)
 - SMKP audit internal report
 - Annual planning (RKAB)
- Operational/Field Supervision**
Operational/Field Supervision, includes:
 - Safety and health inspection
 - Inspection conducted by Mine Inspector (IT) in coordination with central and regional supervisor based on permanent procedure and KTT as partner. Inspection objects include mine areas, haul roads, workshops, processing plants, facilities and other installations
 - accident investigation
 - Hazard occurrence/investigation
 - Equipment and tool advisability test
 - Workplace condition test
 - Equipment, tool and installation advisability test



3. Tujuan penyusunan Program K3 dan Keselamatan Operasi adalah:
- Melindungi tenaga kerja atas hak keselamatannya dalam melaksanakan pekerjaan untuk kesejahteraan hidup dan meningkatkan produksi serta produktivitas nasional.
 - Menjamin keselamatan setiap orang lain yang berada di tempat kerja
 - Sumber produksi dipelihara dan dipergunakan secara aman dan efisien.

3. The establishment of OHS Program for Operational Safety goals are:
- To protect employee and his/her safety rights for livelihood and improve production and national productivity
 - To ensure safety for every person in surrounding workplace
 - To maintain source of production and to use resources in a safe and efficient manner.



Manfaat Ekonomi Berkelanjutan
Sustainable Economic Benefits



Kinerja Kami Melestarikan Lingkungan
Our Endeavor in Preserving the Environment



Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat
Encouraging Active Role in Achieving Community Sustainability



Merekrut dan Mengembangkan Talenta Insan ANTAM
Recruiting and Developing Talents of ANTAM's Employees



Pengelolaan Keselamatan Pertambangan Berkelanjutan
Sustainable Mining Safety Management

Struktur Organisasi Sistem Keselamatan Pertambangan [403-1]

Di ANTAM, aspek keselamatan dan kesehatan kerja dikelola oleh unit kerja setingkat divisi. Bagian K3 di masing-masing unit bertanggung jawab atas pengelolaan aspek ini dengan dipimpin oleh *General Manager*. Untuk operasional pertambangan ANTAM, Bagian K3 dipimpin oleh Kepala Teknik Tambang, yang juga menjabat *General Manager*.

Lebih lanjut, ANTAM memiliki Komite K3 atau *Safety Committee* yang beranggotakan Manajemen dan karyawan ANTAM, untuk melakukan pengawasan dan evaluasi atas pengelolaan K3 di unit bisnis, serta atas tenaga kerja kontraktor, atau mitra kerja dan tamu yang berkerja di area operasional. Pada penerapannya di tingkat divisi dan departemen, *Safety Committee* dibantu oleh *Safety Sub-Committee*. Pertambangan bagian K3L dipimpin oleh Kepala Teknik Tambang yang langsung bertanggung jawab sebagai General Manager, sesuai dengan peraturan perundangan yang berlaku.

Pada tahun 2017, terdapat 309 orang yang bergabung menjadi anggota *Safety Committee* ANTAM yang terdiri dari manajemen, pegawai, dan kontraktor di tingkat unit bisnis yang berjumlah 9.526 orang. Jumlah tersebut merupakan 3,24% dari total pekerja di seluruh unit bisnis ANTAM. [403-1]

Tugas dan Tanggung Jawab Bersama

Pada penerapannya, aspek kesehatan dan keselamatan serta pelestarian lingkungan merupakan tugas dan tanggung jawab seluruh Insan ANTAM yakni Direksi, Manajemen hingga karyawan serta pihak terkait lainnya. Di sisi lain, Perusahaan juga berkewajiban memberikan pelatihan dan sosialisasi tentang sistem, cara kerja dan peraturan terkait keselamatan pertambangan di seluruh lingkungan kerja ANTAM.

Penyediaan perlengkapan keselamatan dan kesehatan kerja, pakaian kerja dan *ID Card*, serta jaminan pemeliharaan dan fasilitas kesehatan untuk pegawai tetap dan keluarga. Kebijakan ini diatur dalam Perjanjian Kerja Bersama (PKB) ANTAM seperti yang tercantum dalam Pasal 58 Perjanjian Kerja Bersama periode 2017-2018.

Seluruh Insan ANTAM dan pihak yang terlibat dalam operasional Perusahaan wajib menaati cara kerja, sistem dan peraturan Keselamatan Pertambangan ANTAM yang telah ditetapkan.

Organization Structure of Mining Safety System [403-1]

In ANTAM, occupational health and safety is managed by working units at the division level. In every business unit, health and safety is specifically managed by OHS division lead by General Manager of each business unit. For ANTAM mining operations, OHS Section is led by the Head of Mine Engineering, who also serves as General Manager.

Furthermore, ANTAM has an OHS Committee or Safety Committee which includes ANTAM Management and employees, to conduct supervision and evaluation on OHS management in business units, including contractor labor or partners and guest who work in the operational area. In its application at the division and department level, the Safety Committee is assisted by the Safety Sub-Committee. The Safety Committee is led by Head of Mining Engineering who is directly responsible as General Manager, as stipulated in applicable regulation.

In 2017, 309 people joined as members of ANTAM's Safety Committee, which up to now comprises a total of 9,526 members representing the management, employees and contractors at business units. This number equals to 3,24% of total employees across all business units. [403-1]

Shared Roles and Responsibility

In its implementation, occupational health and safety and environmental conservation has become the roles and responsibilities of all members of ANTAM including the Board of Directors, employees, as well as all related parties. On the other hand, the Company is obliged to provide training, education and socialization regarding occupational health and safety regulations, and environmental regulation stipulated by the Company.

Provision of health and safety equipment, uniform and ID cards, as well as health services for permanent employees and their families. This policy is included in ANTAM's Collective Labour Agreement (CLA), as specified in Article 58 Collective Labour Agreement period 2017-2018.

Every employee is obliged to obey health safety and environment regulations, procedures, and safety instructions provided by the Company.



TOPIK K3 DALAM PERJANJIAN KERJA BERSAMA [103-2][403-4]

OHS TOPICS IN THE COLLECTIVE LABOUR AGREEMENT [103-2][403-4]

Topik Keselamatan dan Kesehatan Kerja Persyaratan GRI-Standard OHS Topics in the Collective Labour Agreement	Uraian dalam PKB	Description in the Collective Labor Agreement
Alat Pelindung Diri Personal Protective Equipment	1. Jenis, kualitas dan jumlah alat pelindung diri (APD) yang dibutuhkan untuk keselamatan dan kesehatan kerja disesuaikan dengan kondisi dan jenis pekerjaan sesuai dengan ketentuan yang berlaku. 2. Apabila tidak dilengkapi dengan APD sesuai dengan standar K3LP Perusahaan, pegawai dapat mengajukan keberatan untuk melaksanakan suatu pekerjaan. 3. Pakaian serta APD untuk keselamatan dan kesehatan kerja yang telah disediakan oleh Perusahaan wajib dikenakan setiap pegawai selama melaksanakan pekerjaan sesuai dengan kondisi dan lokasi kerja.	1. The type, quality and quantity of safety equipment (APD) required for occupational health and safety is adapted to the conditions and type of work in accordance with applicable regulations. 2. If not equipped with APD in accordance with OHS in mining standards of the Company, an employee may safety equipment executing safety equipment. 3. Safety equipment for occupational health and safety that is provided by the Company must be worn by each employee when carrying out work in accordance with work location and condition.
Komite Bersama K3 OHS Joint Committee	Pengelola Kesehatan dan Keselamatan Kerja dan Lingkungan Pertambangan (K3LP) Perusahaan diwadahi oleh ketentuan Direksi atau pejabat yang berwenang melalui Panitia Pembina Keselamatan dan Kesehatan Kerja, dan Lingkungan Pertambangan (P2K3LP)	The Company's Occupational Health and Safety and Mine Environment (OHSE) an activity is facilitated by provisions of the Directors or the official authorized by the Supervisory Committee on the Occupational Health and Safety and Mine Environment (P2K3LP)
Partisipasi Perwakilan Pekerja dalam Pelaksanaan Inspeksi, Audit K3, dan Investigasi Peristiwa Kecelakaan Kerja Participation of workers representatives in inspections, OHS audits and investigations related to workplace accident	Perusahaan dan setiap pegawai menyadari sepenuhnya bahwa keselamatan dan kesehatan kerja adalah kewajiban dan tanggung jawab bersama.	The Company and all employee fully understand that occupational health and safety is everyone's obligation and responsibility.
Pendidikan dan Pelatihan K3 OHS Educations and Training	1. Pegawai berkewajiban untuk menaati peraturan K3 yang telah ditetapkan dengan cara mengikuti program pelatihan, penyuluhan dan sosialisasi mengenai cara kerja, peraturan keselamatan dan kesehatan kerja yang telah ditetapkan Perusahaan. 2. Perusahaan berkewajiban untuk memberikan pelatihan, penyuluhan, dan sosialisasi mengenai cara kerja, peraturan keselamatan dan kesehatan kerja yang telah ditetapkan Perusahaan.	1. Employee are required to comply with stipulated Occupational Health and Safety regulations by taking part in training programs, seminars and information dissemination on work methods, occupational health and safety regulations stipulated by the Company. 2. The Company is required to provide training, seminars and information dissemination on work methods, occupational health and safety regulations stipulated by the Company.

Topik Keselamatan dan Kesehatan Kerja Persyaratan GRI-Standard OHS Topics in the Collective Labour Agreement	Uraian dalam PKB	Description in the Collective Labor Agreement
Mekanisme Keluhan Complain Mechanism	<ol style="list-style-type: none"> 1. Apabila terjadi keluhan akibat adanya kekurangan terhadap hubungan kerja, syarat-syarat kerja, dan keadaan ketenagakerjaan, serta perlakuan yang tidak sesuai dengan peraturan yang berlaku, pegawai yang bersangkutan berhak mengajukan keluhannya dengan cara mengisi formulir keluhan. 2. Setiap atasan wajib memberikan perhatian penuh atas keluhan pegawai yang menjadi bawahannya dan berusaha menyelesaikannya secara tuntas sesuai dengan ketentuan pada Perusahaan. 3. Penyelesaian keluhan kesah dilakukan secara berjenjang melalui Atasan Pegawai, Serikat Pekerja Pegawai (PERPANTAM), Mekanisme Bipartit 	<ol style="list-style-type: none"> 1. In the event of complaints arising from dissatisfaction with labor relations, working conditions and employment conditions, or treatment that is not compliant with regulations, an employee has the right to submit a complaint and fill in a complaint form 2. Every manager is required to pay full attention to all employee complaints from their subordinates and attempt to fully settle them in accordance with the Company's regulations 3. Complaint settlement will handled in the following stages, which comprised of employee's Manager, Labor Union (PERPANTAM), Bipartite Mechanism
Hak untuk Menolak Pekerjaan Berbahaya Right to Refuse Unsafe Work	Pegawai dapat menolak untuk bekerja pada kondisi kerja yang tidak aman, kecuali pekerjaannya untuk mengatasi kondisi tersebut dengan prosedur yang ditetapkan oleh pejabat berwenang.	Employee may refuse to work in unsafe working conditions, unless the job to treat the condition with the procedures established by the competent authorities.
Inspeksi Berkala Regular Inspection	Perusahaan wajib melakukan monitoring secara intensif terhadap pegawai yang bekerja dengan paparan risiko tinggi.	The Company is required to intensively monitor employee with high risk exposure

Penanganan Keadaan Darurat

Penanganan keadaan darurat menjadi salah satu upaya keselamatan pertambangan ANTAM. Kami berusaha memastikan kesiapan personel yang sigap dan tanggap dalam menghadapi keadaan darurat. Upaya ini telah dilaksanakan dengan dukungan penuh dari seluruh unit bisnis dan entitas anak. Dalam menghadapi kondisi darurat, ANTAM menyiapkan berbagai program dan infrastruktur, antara lain:

- Penyampaian *safety induction* di setiap awal rapat oleh petugas yang ditunjuk
- Pemasangan alat pemadam api di setiap lantai gedung Perusahaan
- Informasi *Fire Action* (langkah-langkah apabila terjadi kebakaran)
- Petunjuk jalur evakuasi
- Simulasi tanggap darurat

Tidak hanya sigap menangani keadaan darurat internal saja, tim tanggap darurat ANTAM juga memiliki program pelatihan bernama ANTAM *Emergency Response Program* (AERP) yang disiapkan untuk memberikan bantuan saat keadaan darurat dan kejadian bencana alam di luar wilayah kerja Perusahaan.

Emergency Response Program

Emergency handling is one of ANTAM's mining safety efforts. We seek to ensure the readiness of alert and responsive personnel in handling emergency situations. These efforts have been implemented with the full support of all business units and subsidiaries. In facing the emergency situation, ANTAM prepares various programs and infrastructure, among others:

- Safety Induction in every meeting by appointed officer;
- Fire extinguisher on every floor of Company buildings;
- Fire Action (measures to be taken in fire situations);
- Evacuation routes;
- Emergency Drills.

Other than handling internal purpose, ANTAM Emergency Teams also has a training program called ANTAM Emergency Response Program (AERP) to prepare for emergency and natural disaster mitigation outside the Company's working areas.



ANTAM Gelar Pelatihan Tanggap Darurat di Sulawesi Tenggara [404-2] ANTAM Holds Emergency Response Training in Southeast Sulawesi [404-2]

Pada tahun 2017, ANTAM menggelar ANTAM Emergency Response Program (AERP) di UBP Nikel Sulawesi Tenggara untuk pertama kalinya dan akan dilaksanakan setiap setahun sekali. Kegiatan ini bertujuan untuk meningkatkan kemampuan dan kompetensi tim ERG Unit, Unit Bisnis, proyek, dan anak Perusahaan ANTAM dalam melakukan perencanaan dan melakukan tanggap darurat. Selain itu melatih tim ERG agar lebih siaga dalam kondisi darurat bencana alam di luar lingkungan Perusahaan ANTAM.

Kegiatan AERP 2017 juga merupakan latihan bersama terkait *emergency response* dari seluruh Unit dan anak Perusahaan ANTAM. Fasilitator dan pemberi materi berasal dari internal ANTAM, Kompi 725 Pomalaa, dan BASARNAS Kolaka. Susunan kegiatan ini berupa olahraga fisik pagi, materi teori (*in class*), dan materi praktik lapangan serta kegiatan evaluasi pada malam hari. Adapun materi dalam kegiatan ini yaitu:

1. Medical First Responder (MFR)
2. Motor Vehicle Accident (MVA)
3. Firefighter
4. High Angle Resque
5. Confined Space Resque
6. Water Resque
7. Jungle Resque Simulation

In 2017, ANTAM held an ANTAM Emergency Response Program (AERP) at Southeast Sulawesi Nickel Mining Business Unit for the first time and will be held once every year. This activity aims to improve the capability and competence of ERG Unit, Business Unit, Projects and ANTAM's subsidiary in planning and conducting emergency response. In addition, it is also conducted to train the ERG team to be more alert in the event of natural disasters outside the Company's operation area.

AERP 2017 activities are also a form of joint training related to the emergency response of all Units and subsidiaries of ANTAM. The facilitators and trainers are sourced from the Company, 725 Pomalaa Company, and BASARNAS Kolaka. The program consists of morning physical exercise, theory subject (*in class*), and field practice subject as well as evaluation conducted in the evening. The subjects given in this program include:

1. Medical First Responder (MFR)
2. Motor Vehicle Accident (MVA)
3. Firefighter
4. High Angle Resque
5. Confined Space Resque
6. Water Resque
7. Jungle Resque Simulation



Pembukaan AERP 2017
Opening of AERP 2017



Sesi Teori di Kelas
In Class Session



Sesi Praktik di Kelas dan Praktik Lapangan
In Class and Field Practices



Praktik Lapangan
Field Practices



Praktik Lapangan
Field Practices



Praktik Lapangan (Firefighter)
Firefighter Field Practices



Keselamatan Kontraktor

Dalam melaksanakan pekerjaan pertambangan, ANTAM dibantu oleh tenaga kerja kontraktor. Sebanyak 78% tenaga kerja yang bekerja di lingkungan ANTAM merupakan tenaga kerja kontraktor. Meski banyak dibantu tenaga kerja kontraktor, ANTAM tetap memerhatikan keselamatan agar *zero fatality* dapat terealisasi di seluruh lingkungan operasional Perusahaan.

Pada tahun 2017, sebanyak 100% dari kecelakaan tambang yang terjadi di lingkungan operasional ANTAM merupakan kecelakaan tambang yang dialami tenaga kontraktor dengan beberapa kategori kecelakaan yaitu cedera ringan dan berat.

ANTAM akan terus menyempurnakan dan memperbaiki sistem keselamatan ANTAM, dalam rangka mencapai keselamatan seluruh tenaga kontraktor dalam melakukan aktivitas di lingkungan kerja Perusahaan.

Contractor Safety

In carrying out mining work, ANTAM is assisted by contractor workers. As many as 78% of the workforce in ANTAM are contractors. Although there is a significant contribution from contractors' employee, ANTAM seeks to ensure zero fatality to be realized throughout the Company's operational environment.

In 2017, 100% of mine accidents occurred within ANTAM's operational environment were mining incidents involving contractors' employee, in the minor and major categories.

ANTAM will continue to refine and improve ANTAM's safety system, in order to achieve the safety of all contractors workers employee in conducting activities in the Company's operation area work environment.

SEBARAN PEKERJA KONTRAKTOR DI UNIT BISNIS 2017 DISTRIBUTIONS OF CONTRACTORS EMPLOYEE IN BUSINESS UNIT 2017

	Jumlah Pekerja Kontraktor Total Employee	Jumlah Kontraktor Total Contractors
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	3.188	16
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	1.929	11
UBP Emas Gold Mining Business Unit	1.160	23
UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit	319	2
UBP Bauxit Bauxite Mining Business Unit	484	4
Unit Geomin Geomin Unit	318	7
TOTAL	7.398	63

Dalam kemitraan dengan kontraktor, ANTAM mewajibkan komitmen pengelolaan aspek keselamatan pertambangan. Hal ini dimulai dari tahap pra-kualifikasi kontrak melalui persyaratan sistem pengelolaan K3 yang sesuai. Dalam aktivitas yang melibatkan para kontraktor, ANTAM juga menuntut komitmen kepatuhan terhadap cara kerja dan program yang telah ditetapkan oleh Perusahaan agar dapat meminimalisasi kecelakaan kerja di daerah operasional ANTAM.

In partnership with contractors, ANTAM requires a commitment to the management of mining safety aspects. This starts from the pre-qualification phase of the contract through appropriate OHS management system requirements. In activities involving contractors, ANTAM also requires a commitment to comply with the procedures and programs established by the Company in order to minimize workplace accidents in ANTAM's operational areas.



Berbagai program keselamatan pertambangan kepada kontraktor sepanjang 2017, diantaranya adalah:

- Melaksanakan promosi dan kampanye keselamatan yang lebih intensif
- Menggalakkan program pelaporan kejadian hampir celaka (*near-miss*) kepada seluruh karyawan dan mitra kerja.
- Sosialisasi keselamatan pertambangan pada mitra kerja dilaksanakan dengan *safety talk* harian, pertemuan *safety* mingguan dan bulanan.
- Rapat *Safety Committee* yang dilaksanakan setiap bulan bersama ANTAM dan Para PJO (Penanggung Jawab Operasional) Kontraktor
- Melakukan audit keselamatan pertambangan terhadap kontraktor melalui pengawasan harian, inspeksi terencana maupun inspeksi tidak terencana setiap bulan serta mengevaluasi kinerja kontraktor setiap akhir tahun.

Finalisasi Contractor Safety Management System (CSMS)

Sebagai wujud komitmen ANTAM terhadap keselamatan kerja kontraktor, ANTAM telah memulai penerapan Sistem Manajemen Keselamatan Kontraktor (*Contractor Safety Management System - CSMS*) dari Kementerian Tenaga Kerja dan Transmigrasi serta menetapkan adanya Penanggung Jawab Operasional (PJO) kepada para kontraktor yang bekerja di wilayah ANTAM.

Setiap kontraktor yang akan dikontrak oleh ANTAM, harus terlebih dahulu memenuhi persyaratan CSMS yang sudah ditentukan oleh Perusahaan. ANTAM tidak hanya mempertimbangkan aspek nilai ekonomis saja dalam menilai kontraktor, namun juga sangat memperhatikan aspek keselamatan. Tahun 2017, ANTAM juga menerapkan kebijakan kepada seluruh pemegang usaha jasa untuk melakukan GAP Analysis dan melakukan audit internal SMK. [414-1]

Statistik Kinerja K3 [403-2]

Pada 2017, ANTAM mencatat angka *Frequency Rate* (FR) sebesar 0,40, yang berarti bahwa setiap 1 juta jam kerja terdapat 0,40 insiden yang mengakibatkan hilangnya jam kerja. Angka tersebut sedikit lebih rendah dibandingkan toleransi *Frequency Rate* yaitu sebesar 0,41. Hal ini merupakan bentuk peningkatan kinerja tim K3 karena tingkat FR pada 2017 dapat menurun dari tahun 2016 sebesar 0,48.

Untuk 2017, terdapat delapan kecelakaan di unit bisnis ANTAM yang terdiri dari 5 kecelakaan kategori cedera ringan dan 3 kecelakaan kategori cedera berat di mana semua kecelakaan dialami oleh pekerja laki-laki.

Various mining safety programs to contractors throughout 2017 include:

- Intensive OHS promotion campaign
- Fostering reporting programs for near misses to all employee and business partners
- OHS socialization to business partners via daily safety talks, weekly safety meetings and monthly safety meetings.
- OHS Audits via daily supervision, planned and unplanned inspections and end-of-year contractor performance review.
- OHS Audits via daily supervision, planned and unplanned inspections and end-of-year contractor performance review.

Finalization of Contractor Safety Management System (CSMS)

As a manifestation of ANTAM's commitment related to contractor safety, ANTAM has initiated the implementation of Contractor Safety Management System (CSMS) from the Ministry of Manpower and Transmigration and establishes the Operations Manager (PJO) to contractors working in the ANTAM region.

Any contractor recruited by ANTAM shall first meet the CSMS requirements specified by the Company. ANTAM not only considers the economic value aspect only in assessing the contractor, but also the concerns in safety aspects. In 2017, ANTAM also implements a policy to all service business entity to conduct GAP Analysis and conduct internal audit of SMK. [414-1]

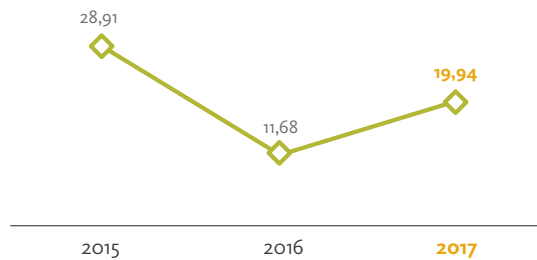
OHS Performance Statistics [403-2]

In 2017, ANTAM recorded *Frequency Rate* (FR) of 0.40, which means the Company recorded 0.40 lost time incident per 1 million of work hours. The rate is slightly lower than ANTAM's *Frequency Rate* tolerance of 0.41 and a result of improvement on OHS team performance, considering the decrease in FR rate from 0.48 in 2016.

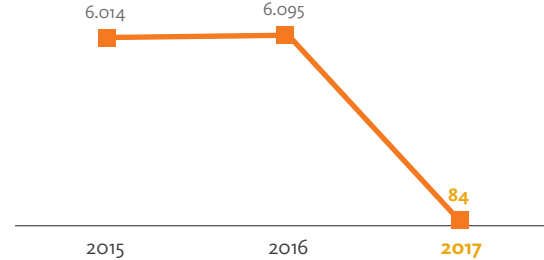
During the year, there were also eight incidents at ANTAM's business units, comprising of 5 minor incidents and 3 major incidents, all suffered by male workers.

Statistik Kinerja K3 OHS Performance Statistics	2015	2016	2017
Jumlah Jam Kerja (juta jam) Work Hours (Million hours)	28,91	11,68	19,94
Total Hari Kerja Hilang (Hari) Total Work Days Lost (Day)	6.014	6.095	84
Frequency Rate (FR) Frequency Rate (FR)	0,08	0,48	0,40
Severity Rate (SR) Severity Rate (SR)	172,16	257,11	3,44

JAM KERJA (JUTA JAM)
WORK HOURS (MILLION HOURS)

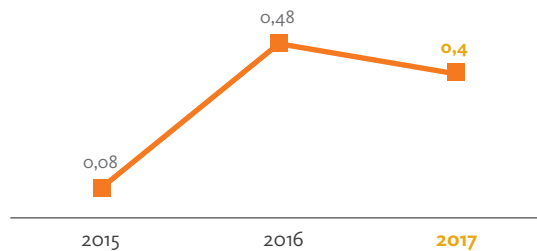


HARI KERJA HILANG (HARI)
WORK DAYS LOST (DAY)



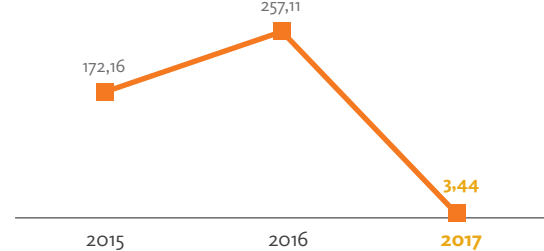
JAM KERJA TAHUNAN
ANNUAL WORK HOURS

Frequency Rate (FR)



HARI KERJA HILANG (HARI)
WORK DAYS LOST (DAY)

Severity Rate (SR)



JUMLAH KECELAKAAN KERJA DI AREA TAMBANG BERDASARKAN TINGKAT KEPARAHAN [403-2]
NUMBER OF MINE ACCIDENTS BASED ON SEVERITY [403-2]

Unit Bisnis Business Units	2015			2016			2017		
	Ringan Minor	Berat Major	Fatal	Ringan Minor	Berat Major	Fatal	Ringan Minor	Berat Major	Fatal
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	1	0	0	4	1	0	1	1	0
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	0	0	0	0	0	0	2	0	0
UBP Emas Gold Mining Business Unit	1	0	1	1	1	1	2	2	0
UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit	0	0	0	0	0	0	0	0	0
UBP Bauksit Bauxite Mining Business Unit	0	0	0	0	0	0	0	0	0
Unit Geomin Geomin Unit	0	0	0	0	0	0	0	0	0
TOTAL	2	0	1	5	2	1	5	3	0

Catatan: Terdapat penyesuaian data untuk tahun 2016



JUMLAH KASUS INSIDEN FATAL [403-2] NUMBER OF FATAL INCIDENTS [403-2]

Unit Bisnis Business Units	2015			2016			2017		
	Laki-laki Male	Perempuan Female	Fatal	Laki-laki Male	Perempuan Female	Fatal	Laki-laki Male	Perempuan Female	Fatal
UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	1	0	0	0	0	0	0	0	0
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	0	0	0	0	0	0	0	0	0
UBP Emas Gold Mining Business Unit	1	0	1	1	0	1	0	0	0
UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit	0	0	0	0	0	0	0	0	0
UBP Bauksit Bauxite Mining Business Unit	0	0	0	0	0	0	0	0	0
Unit Geomin Geomin Unit	0	0	0	0	0	0	0	0	0
TOTAL	2	0	1	1	0	1	0	0	0

Catatan: Terdapat penyesuaian data untuk tahun 2016
Note: Adjustments have been made on 2016 data

REKOMENDASI TINDAK LANJUT KECELAKAAN BERAT YANG TERJADI PADA 2017 RECOMMENDATION AND FOLLOW UP FOR MAJOR ACCIDENT IN 2017

No	Unit Bisnis Business Unit	Jenis Kecelakaan Type of Incident	Kategori Category	Rekomendasi Pencegahan Prevention Recommendation
1	UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit	Grader 01 mundur dan terguling masuk ke jurang (kontraktor) Grader 01 backed out and rolled into the abyss (contractor)	Berat Major	<ol style="list-style-type: none"> Memberikan teguran melalui manajemen kontrak kepada kontraktor karena mengoperasikan peralatan yang tidak layak operasi sebagaimana yang tercantum dalam kontrak Provide a reprimand through contract management to the contractor for operating the improper equipment of operation as stipulated in the contract Menambah tenaga mekanik dan <i>safety officer</i> pada kontraktor untuk kebutuhan pekerjaan jasa penambangan di UBPP Nikel Sulawesi Tenggara dikarenakan <i>load</i> pekerjaan mekanik yang ada sekarang sudah sangat tinggi dan <i>safety officer</i> yang ada dinilai tidak cukup untuk menangani area kerja yang ada sekarang Adding mechanic and safety officer to the contractor for the need of mining services in Southeast Sulawesi Nickel Mining Business Unit because the very high load of existing mechanical work and the number of safety officer is considered not enough to cover the existing work area Mengevaluasi dan melakukan refresh WI/JSA kepada operator dan mekanik dan menekankan untuk tidak mengoperasikan peralatan dalam kondisi tidak siap Evaluate and refresh WI/JSA to operators and mechanics and emphasizing the warning not to operate equipment in an unprepared condition Mengevaluasi sistem P2H yang diterapkan dan melakukan <i>improvement</i> agar sistem dapat berjalan dengan baik Evaluate the applied P2H system and make improvements for the system to run properly Membuat prosedur yang baku ketika menghadapi keadaan darurat dan agar disosialisasikan kepada semua karyawan kontraktor Establish standard procedures in the event of an emergency and be distributed to all contractor employees
2	UBP Emas Gold Mining Business Unit	Kecelakaan saat proses pembongkaran konstruksi kayu milik Penambangan Tanpa Izin (PETI) di CRGB II Tambang Ciguha Utama Accident during the dismantling process of Unlicensed Mining (PETI) wood construction at CRGB II Ciguha Utama Mine	Berat Major	<ol style="list-style-type: none"> Setiap pekerjaan yang berisiko tinggi agar diberikan kepada pihak yang memiliki kompetensi, pengalaman, serta IUJP. Any work with potentially high risk is to be given to a party that has competence, experience and IUJP. Melakukan analisis/evaluasi komprehensif, untuk menentukan apakah lubang CRGB II akan dimanfaatkan sebagai fasilitas penunjang kegiatan penambangan (ventilasi), sebagaimana rencana semula. Jika tidak, agar ditutup permanen. Conduct a comprehensive analysis / evaluation, to determine whether the CRGB II hole will be utilized as a supporting facility for mining activities (as ventilation), as originally planned. Otherwise, to be permanently closed.

SEHAT DI TEMPAT KERJA

Men sana in corpore sano. Dalam tubuh yang sehat terdapat jiwa yang sehat. Tidak hanya keselamatan, kesehatan setiap Insan ANTAM menjadi fokus dan komitmen Perusahaan. Melalui berbagai program kesehatan, ANTAM senantiasa berupaya menciptakan lingkungan kerja dan perubahan gaya hidup yang sehat.

Pada tahun 2017, sebanyak 2.554 pegawai tetap telah mengikuti pemeriksaan kesehatan yang diselenggarakan Perusahaan, atau 97,6% dari seluruh pegawai. Khusus untuk para pekerja tambang bawah tanah di UBP Emas, diberlakukan pemeriksaan kesehatan secara berkala sebanyak dua kali per tahun, sesuai dengan ketentuan Kepmentamben 555.k/26/M. PE/1995.

Dari hasil pemeriksaan berkala (*medical check-up*) kepada seluruh Insan ANTAM, 100% pegawai tetap ANTAM berstatus *fit* untuk melakukan tugas dan pekerjaan serta tidak ada karyawan dikategorikan *unfit*. Kategori kesehatan di setiap unit berbeda-beda karena bergantung dari jenis dan lokasi kerja. Sedangkan untuk kesehatan para pegawai kontraktor diatur dan dikelola oleh Perusahaan kontraktor yang ditunjuk oleh ANTAM.

Namun, Perusahaan mendapati sepuluh besar kelainan kesehatan yang diderita pegawai disebabkan oleh pola makan dan pola hidup yang belum sesuai dengan pendoman gizi seimbang (penyakit metabolik dan degeneratif). Untuk itu, pada 2017 ANTAM fokus pada kegiatan preventif seperti olahraga rutin dan pengurangan berat badan serta upaya-upaya lainnya sebagai tindak lanjut dari hasil pemeriksaan kesehatan.

ANTAM turut melaksanakan vaksinasi Influenza rutin dilakukan satu tahun sekali, vaksinasi Hepatitis B jika terdapat kuman penyakit hepatitis B. Perusahaan juga menyiapkan vaksinasi Difteri yang telah menjadi Kejadian Luar Biasa di Indonesia tahun 2017 sesuai arahan dari Kemenkes dan Perdoki. Selain itu, ANTAM juga melakukan pemeriksaan rutin terhadap penyedia jasa boga (*catering*) bagi unit bisnis atau anak Perusahaan yang menyediakan makanan bagi karyawan selama jam kerja dan waktu lembur.

Setiap pegawai ANTAM juga harus mengaplikasikan Program 5R (Ringkas, Rapih, Resik, Rawat, Rajin) di mana para pegawai harus memastikan tempat kerja bersih, teratur, dan terawat. Diharapkan dengan kegiatan ini tidak menimbulkan gangguan kesehatan, kegiatan setiap Jumat pagi ini akan diaudit setiap bulannya.

OCCUPATIONAL HEALTH

Men sana in corpore sano. In a healthy body there is a healthy soul. Not only the safety, the health of each employee of ANTAM becomes the focus and commitment of the Company. Through various health programs, ANTAM constantly strives to create a healthy work environment and healthier lifestyle change.

By 2017, a total of 2,554 permanent employees, or 97,6% of all employees, have taken part in the Company's medical examinations. Particularly for underground mining workers in Gold Mining Business Unit, regular health checks are applied twice per year, in accordance with the provisions of Kepmentamben 555.k /26/M. PE/1995.

From the results of periodic checks (checks) to all ANTAM Insan, 100% of ANTAM's permanent employees are fit to perform tasks and jobs and no employees are categorized as unfit. The health category of each unit varies depending on the type and location of the work. As for health status of contractors' employees will be managed by a contractor selected by ANTAM.

However, the Company found the top ten health disorders suffered by employees caused by diet and lifestyle that are not in accordance with the guidelines of balanced nutrition (metabolic and degenerative diseases). Therefore, in 2017 ANTAM focuses on preventive activities such as regular exercise and weight reduction as well as other efforts as a follow up of the results of medical examinations.

ANTAM also conducts routine Influenza vaccination once a year, also Hepatitis B vaccination if there is hepatitis B germs found. The Company also prepares Diphtheria Vaccination which has become an Extraordinary Events in Indonesia in 2017 according to direction from Kemenkes and Perdoki. In addition, ANTAM also conducts regular checks on catering providers for business units or subsidiaries that provide food for employees during working hours and overtime.

Each ANTAM employee must also apply the 5R Program (Ringkas, Rapih, Resik, Rawat, Rajin) where employees must ensure the workplace is clean, organized, and well maintained. It is expected that with this program, health problems could be prevented, and this Friday morning program will be audited every month.



10 BESAR KELAINAN KESEHATAN PEGAWAI ANTAM 2017 TOP 10 ANTAM EMPLOYEE HEALTH DISORDERS IN 2017

No	Unit	Jumlah Peserta MCU 2017 Number of MCU Participants 2017	1	2	3	4	5	6	7	8	9	10
1.	UBP Nikel Sulawesi Tenggara/ Southeast Sulawesi Nickel Mining Business Unit	1.250	Pterigium Pterigium	Asam urat meningkat Increase of Uric Acid	Dislipidemia Dislipidemia	Gangguan fungsi hati Liver disfunction	Kolesterol meningkat Increase of Cholesterol	Haemoroid Haemoroid	Hematuria Hematuria	Hipertrigliseridemia Hipertrigliseridemia	Gula darah meningkat Increase of Blood Sugar	Kristal dalam urin Crystals in urine
2.	UBP Nikel Maluku Utara / North Maluku Nickel Mining Business Unit	245	Kolesterol meningkat Increase of Cholesterol	Asam urat meningkat Increase of Uric Acid	Gangguan fungsi hati Liver disfunction	Pterigium Pterigium	Trigliserida meningkat Increase of triglycerides	Gangguan fungsi ginjal Impaired kidney function	Miopia Miopy	Diabetes melitus Diabetes melitus	Anemia Anemia	
3.	UBP Emas (Risiko Tinggi)/ Gold Mining Business Unit (High Risk)	241	Gangguan lemak darah Blood fat disorders	Gangguan fungsi pendengaran Impaired hearing function	Gangguan status gizi Impaired nutritional status	Gangguan tekanan darah Blood pressure disorder	Gangguan fungsi penglihatan Impaired vision function	Gangguan gula darah Blood sugar disorders	Gangguan fungsi saluran kencing Impaired urinary function	Gangguan fungsi pernapasan Impaired respiratory function	Gangguan pemeriksaan EKG Impaired ECG examination	Gangguan fungsi hati Liver disfunction
4.	UBP Emas (Non Risiko Tinggi) / Gold Mining Business Unit (Non High Risk)	403	Kolesterol meningkat Increase of Cholesterol	Gangguan status gizi Impaired nutritional status	Gangguan fungsi pernapasan Impaired respiratory function	Gangguan gula darah puasa Fasting blood sugar disorder	Gangguan tekanan darah Blood pressure disorder	Gangguan fungsi pendengaran Impaired hearing function	Gangguan fungsi hati Liver disfunction	Asam urat meningkat Increase of Uric Acid		
5.	UBPP Logam Mulia/ Precious Metals Processing and Refinery Business Unit	138	Kolesterol meningkat Increase of Cholesterol	Overweight Overweight	Caries gigi Dental caries	Asam urat Uric Acid	Infeksi saluran kemih Urinary tract infection	Darah tinggi High Blood Pressure	Diabetes Diabetes			
6.	UBP Bauksit/ Bauxite Mining Business Unit	48	Overweight Overweight	Trigliserida meningkat Increase of triglycerides	Obesitas Obesity	Kolesterol meningkat Increase of Cholesterol	Asam urat meningkat Increase of Uric Acid	GGT meningkat Increase of GGT	Gula darah puasa meningkat Fasting blood sugar disorder	Kelainan EKG ECG abnormalities	Hipertensi Hypertension	Tuli dengar ringan Mild loss of hearing
7.	Unit Geomin /Geomin Unit	152	Kolesterol meningkat Increase of Cholesterol	LDL meningkat Increase of LDL	Trigliserida meningkat Increase of triglycerides	SGPT meningkat Increase of SGPT	GCT meningkat Increase of GCT	Gula darah 2 jam puasa meningkat Increase of Blood Sugar after 2 hours fasting	SGOT meningkat Increase of SGOT	HB menurun Decrease in HB	Gangguan pendengaran ringan kedua telinga Mild hearing loss of both ears	Restriksi sedang Medium restriction
8.	Kantor Pusat/Head Office	337	Asam urat meningkat Increase of Uric Acid	SGOT/SGPT meningkat Increase of SGOT/SGPT	LDL meningkat Increase of LDL	Kolesterol meningkat Increase of Cholesterol	Curiga infeksi saluran kemih Suspicion of urinary tract infection	Obesitas Obesity	Tekanan darah meningkat Increase of Blood Pressure	Gula darah puasa meningkat Increase of Fasting Blood Sugar	Trigliserida meningkat Increase of triglycerides	Visus mata menurun Decrease in eye visus

JUMLAH PEGAWAI TETAP DAN KATEGORI HASIL MEDICAL CHECK UP ANTAM 2017
TOTAL PERMANENT EMPLOYEE AND CATEGORY OF ANTAM MEDICAL CHECK UP RESULTS 2017

No	Unit/Unit Bisnis - Unit/Business Unit	Jumlah Pegawai Tetap Number of Permanent Employee	Jumlah peserta MCU 2017 Number of MCU Participants 2017	Tidak ikut MCU Not Participating in MCU	Fit Optimal Optimum Fit	Fit Moderat Moderately Fit	Fit Minimal Minimum Fit	Unfit	Keterangan Remarks
1.	UBP Nikel Sulawesi Tenggara/Southeast Sulawesi Nickel Mining Business Unit	1.250	1.250	0	18	1.232	-	-	
2.	UBP Nikel Maluku Utara/North Maluku Nickel Mining Business Unit	246	245	1	184	60	-	-	
3.	UBP Emas/Gold Mining Business Unit	445	445	0	78	355	12	-	9 orang tidak bisa disimpulkan karena pemeriksaan tidak lengkap No conclusions for 9 participants due to incomplete monitoring
4.	UBP Bauksit/ Bauxite Mining Business Unit	46	46	0	17	26	3	-	
5.	UBPP Logam Mulia /Precious Metals Processing and Refinery Business Unit	131	131	0	8	123	-	-	
6.	Unit Geomin/ Geomin Unit	100	100	0	4	79	17	-	
7.	Kantor Pusat/ Head Office	398	337	61	128	204	5	-	19 orang perwakilan Ternate dan Makassar, 3 orang di Cikotok, 6 orang di Kijang, 2 orang di Cilacap, 3 orang di Gebe, 10 orang di Cibaliung belum memberikan hasil, 1 orang data tidak lengkap 19 representatives from Ternate and Makassar, 3 from Cikotok, 6 from Kijang, 2 from Cilacap, 3 from Gebe, 10 from Cibaliung have not submitted their results, 1 participant with incomplete data
	Total	2.616	2.554	62	437	2.079	37	-	
	%	100	98	2					



Olahraga Sebagai Tindakan Preventif

Seperti kita ketahui, olahraga merupakan keharusan bagi setiap orang untuk tetap sehat dan bugar. Dengan berolahraga, tidak hanya otot-otot yang terlatih, sirkulasi darah dan oksigen dalam tubuh pun menjadi lancar sehingga metabolisme tubuh menjadi optimal.

Sebagai evaluasi hasil *medical check-up* yang dilakukan pada 2016 bahwa banyak pegawai ANTAM yang memiliki kecenderungan mengarah pada penyakit metabolik dan degeneratif di kemudian hari, maka pada 2017, ANTAM berusaha meningkatkan kesadaran pegawai untuk giat berolahraga. Kegiatan olahraga diwadahi pada setiap hari Jumat di seluruh operasional ANTAM.

Kegiatan olahraga yang disediakan oleh Perusahaan berdasarkan minat pegawai, seperti senam aerobik, yoga, tenis meja, tenis lapangan, bola basket, futsal, bela diri, *jogging*, sepeda, *treadmill*, renang, sebagai bagian tindak lanjut dari temuan hasil pemeriksaan kesehatan pegawai.

Sports as Preventive Action

As we know, exercise is a must for everyone to stay healthy and fit. By exercising, not only the muscles are trained, blood circulation and oxygen in the body flows well, therefore the body's metabolism is optimized.

As an evaluation of the medical check-up conducted in 2016 which resulted in the finding that some of ANTAM employees experience metabolic and degenerative diseases, then in 2017, ANTAM conducted an effort to increase employee awareness to actively exercise. Sports activities are held every Friday throughout ANTAM's operations.

The sports activities provided by the Company are based on employees interest, such as aerobics, yoga, table tennis, tennis, basketball, futsal, martial arts, jogging, cycling, treadmill, swimming, as part of the follow up of findings of employee health examination results.



Area washing plant di UBP Bauksit
Washing plant area in Bauxite Mining Business Unit

Weight Loss Challenge

Sebagai langkah inisiatif menjaga gizi seimbang para pegawai, ANTAM menyelenggarakan program *Weight Loss Challenge* untuk mengajak para pegawai ANTAM untuk mengurangi berat badan dan *fat*. Program ini telah dilaksanakan di kantor pusat, Geomin, dan UBLD serta diikuti oleh 101 pegawai selama tiga bulan dan yang dibagi per kelompok. Pemeriksaan secara rutin tiap bulan dilakukan untuk mengecek progres tiap peserta yang telah dijalani selama satu bulan terakhir.

Ada beberapa indikator penilaian yang dilakukan kepada setiap peserta. Yakni berat badan, indeks masa tubuh, lingkar perut dan *body fat*. Tidak ada ketentuan minimal berat badan untuk mengikuti program ini, setiap pegawai dengan berat berapapun dibebaskan mengikuti *Weight Loss Challenge*. Melalui program ini, para pegawai diharapkan terbiasa memiliki gaya hidup yang sehat dan menjaga pola makan serta olahraga. Kegiatan ini juga mengikuti arahan Kementerian Kesehatan tentang risiko penyakit degeneratif yang meningkat serta tindak lanjut dari hasil pemeriksaan kesehatan tahunan.

Dari 101 jumlah peserta yang ikut program ini, 15% di antaranya terus berkomitmen untuk ikut sampai akhir program dan hasilnya cukup efektif. Beberapa peserta yang tidak mengikuti program sampai akhir biasanya terkendala komitmen, niat, waktu dan pekerjaan.

Sosialisasi dan Konsultasi Kesehatan

Untuk meningkatkan kesadaran akan kesehatan di lingkungan kerja, ANTAM menyelenggarakan konsultasi hasil pemeriksaan kesehatan (*Health Talk*) oleh dokter klinik Perusahaan secara berkala di semua unit dan unit bisnis. Program *Health Talk* biasanya mengangkat satu tema tertentu setiap bulannya, termasuk penjelasan tentang perubahan gaya hidup atau pemberian obat untuk kasus-kasus penyakit atau kelainan ringan, serta merujuk hasil yang memerlukan konsultasi atau tindakan lebih lanjut oleh dokter spesialis.

Sosialisasi kesehatan juga dilakukan berdasarkan hasil pemeriksaan kesehatan dan kasus absensi sakit serta penyakit terbanyak pada poliklinik Perusahaan, berupa poster dan email secara berkala. ANTAM secara rutin membagikan informasi dan kutipan-kutipan (*quotes*) seputar kesehatan agar para pegawai menjadi lebih perhatian dengan kesehatan.

Weight Loss Challenge

As an initiative to maintain balanced nutrition of employees, ANTAM organizes a Weight Loss Challenge program to invite ANTAM employees to reduce weight and fat. This program has been implemented at Head Office, Geomin, and Learning & Development Business Unit, participated by 101 employees for three months and divided into groups. Routine monthly inspections are conducted to check the progress of each participant for the past one month.

There are several assessment indicators required for each participant. Namely weight, body mass index, stomach circumference and body fat. There is no minimum weight requirement to follow this program, any heavy weight employee is encouraged to enter the Weight Loss Challenge. Through this program, employees are expected to have a healthy lifestyle by maintaining diet and exercise. This activity also follows the Ministry of Health's directive on the rising risks of degenerative diseases and the follow-up of annual health examinations.

Of the 101 participants who participated in the program, 20% of whom continue to commit to participate to the end and the results are quite effective. Some participants who do not follow the program until the end usually experienced the problem concerning time and work hours.

Socialization and Health Consultation

ANTAM conducts consultations on the results of a medical examination by a Company clinic doctor, including an elaboration regarding lifestyle changes or medication for minor illness cases, and provide reference for results requiring further consultation or action by a specialist. The Health Talk program is conducted daily with one theme per month.

Health socialization is also conducted based on the results of medical examination and the the list of most disease cases in the Company polyclinic, through posters and emails periodically. ANTAM regularly distributes information and quotes about health to raise employees' health awareness.



LAPORAN PENJAMIN INDEPENDEN

Independent Assurance Report

SGS

ASSURANCE STATEMENT

SGS INDONESIA'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE PT ANTAM Tbk FOR 2017

NATURE AND SCOPE OF THE ASSURANCE/ VERIFICATION

PT SGS Indonesia was commissioned by PT ANTAM Tbk to conduct an independent assurance of the Sustainability Report 2017. The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the text, and data in accompanying tables, contained in this report.

The information in the Sustainability Report of PT ANTAM Tbk and its presentation are the responsibility of the directors or governing body and the management of PT ANTAM Tbk. PT. SGS Indonesia has not been involved in the preparation of any of the material included in the Sustainability Report 2017.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of verification with the intention to inform all PT ANTAM Tbk's stakeholders.

The SGS Group has developed a set of protocols for the Assurance of Sustainability Reports based on current best practice guidance provided by the Global Reporting Initiative and the AA1000 Assurance Standard (2008). These protocols allow for different options for assurance depending on the reporting history and capabilities of the Reporting Organization. The Report has been assured at a moderate level of scrutiny using SGS protocols for:

- Evaluation of the veracity of report content;
- A Type 2 evaluation of report content and supporting management systems against the AA1000 Accountability Principles (2008) using the AA1000 Assurance Standard (2008).
- Report evaluation against the relevant Global Reporting Initiative Sustainability Reporting Standards 2016 and Mining and Metals Sector Disclosure ver. 4.0.

The assurance comprised a combination of pre-assurance research, interviews with relevant accountable managers and employees at Head Office of PT ANTAM Tbk at Jakarta.

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. PT. SGS Indonesia affirms our independence from PT ANTAM Tbk, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with International Register of Certificated Auditors (IRCA), Environmental Management System (EMS) Lead Auditor, Quality Management System (QMS) Lead Auditor, Occupational and Health and Safety Assessment Series (OHSAS) Lead Auditor, IRCA Corporate Responsibility Training Programme and have some experiences auditing at Mining and Manufacturing Industries.

VERIFICATION/ ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the information and data contained within Sustainability Report 2017 verified is accurate, reliable and provides a fair and balanced representation of PT ANTAM Tbk sustainability activities in 2017. Some statements and data within the scope were not assured due to lack of accessible records during the timescale allowed for assurance, i.e. financial data. We do assurance at Head Office only, meanwhile operational site at Unit Bisnis Pertambangan Nikel (UBPN) di Pomala, Sulawesi Tenggara, Unit Bisnis Pertambangan (UBP) Emas, Pongkor, Jawa Barat, Unit Bisnis Pertambangan Nikel (UBPN), Tanjung Buli, Maluku Utara, Unit Bisnis Pengolahan dan Pemurnian Logam Mulia (UBPP LM), Pulo Gadung, Jakarta Timur, Unit Bisnis Pertambangan Bauksit (UBP Bauksit), Tayan, Kalimantan Barat, were not visited.

The assurance team is of the opinion that the Report can be used by the Reporting Organization's Stakeholders.

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

AA1000 ACCOUNTABILITY PRINCIPLES (2008) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

Inclusivity

PT ANTAM Tbk has made a commitment to be accountable to those on whom it has an impact or who have an impact on it as stated in some Policies such as Environment Policies, Safety and Health Policy, and Code of Conduct. Inclusivity is the participation of stakeholders in developing and achieving an accountable and strategic response to sustainability. Process of engagement and participation that provides comprehensive and balanced involvement and results in strategies, plan, action and outcomes that address and respond to issues and impacts in an accountable way. The company has relationship with all stakeholders (Government, Suppliers, Communities, NGO) and engage with them through periodic meeting, information dissemination, consultation, negotiation, involvement and advocacy.

Materiality

PT ANTAM Tbk has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders. In order to establish Key Material issues PT ANTAM conducting Materiality Assessment and Brainstorming workshop on 23-24 November 2017. The result of workshop was verified by Top Management and to be presented in the Sustainability Report 2017.

Responsiveness

PT ANTAM Tbk has responded to stakeholders issues that affect to its sustainability performance and is released through decisions, actions and performance, as well as communication with stakeholders. Periodical meetings with stakeholders to discuss some issues which are significant has been conducted and it is effective. Examples: Periodical meeting with Local Communities in the event, Public Consultation with Stakeholders in each Business Unit minimum once/year, Periodical meeting with Mass Media in Media Gathering event minimum once/ year.



GLOBAL REPORTING INITIATIVE SUSTAINABILITY REPORTING STANDARDS (2016) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

In our opinion, the PT ANTAM Tbk Sustainability Report 2017 is presented in accordance with the Core option for Global Reporting Initiative Sustainability Reporting Standards 2016 and Mining and Metals Sector Disclosure ver. 4.0. and fulfills all the required content and quality criteria.

Recommendation

Opportunities were identified for consideration in future reporting cycles to ensure continual improvement, including:

- Consideration could be given to present comparability data performance in the same industry for benchmarking. Example: Compared with Environmental, Health and Safety Guidelines for Mining sector Issued by International Finance Corporation (World Bank Group).
- Disclosure Management Approach (DMA) for each materiality aspects could be improved by disclosing setting of targets and goals for each material aspect, evaluation the performance against the target and necessary adjustment of management approach.

Good Practices

- Commitment of top management for Sustainability reporting has been explained and demonstrated. Yearly schedule to issue Sustainability Report is always on time.
- Good cooperation and enthusiasm from data contributor during interview and data verification and validation.
- The company have systems to monitor sustainability through internal and external audit such as ISO 9001, ISO 14001, OHSAS 18001 and SMK3.

Signed:
For and on behalf of SGS Indonesia

Shashibhushan Jogani
Managing Director
Jakarta, Indonesia
March 2018

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LEMBAR UMPAN BALIK

FEEDBACK FORM

LAPORAN KEBERLANJUTAN ANEKA TAMBANG 2017 ANEKA TAMBANG SUSTAINABILITY REPORT 2017

Silahkan pilih salah satu kelompok pemangku kepentingan yang paling mewakili Anda:

Please tick the box for the stakeholder group that best describes you:

- Pegawai | Employee
- Contractor/Sub-contractor/Vendor/Supplier
- Konsumen | Customer
- Investor/Financial Analyst/Shareholders
- Regulator
- NGO
- Media
- Student/Academics
- Others: _____

Bagaimana penilaian Anda terhadap laporan ini:

Please rate the report for:

(1 being POOR up to 5 being EXCELLENT)

Parameter Parameter	1	2	3	4	5
Dapat memenuhi kebutuhan informasi yang anda butuhkan Meeting your information needs					
Konten yang lengkap Content completeness					
Transparan Transparency					
Jelas dan mudah dimengerti Clarity and easy to understand					
Kemudahan dalam mencari informasi tertentu Ease in finding information					
Keseluruhan Laporan Overall Report					

Laporan ini terdiri dari bagian-bagian berikut:

The report has these following sections:

Bagian Section	Apakah anda mengakses bagian ini? Did you access this section?	Apakah bagian ini bermanfaat/memuat informasi yang mencukupi? Is it useful/insightful?
Sambutan Dewan Komisaris Message from the Board of Commissioners	<input type="checkbox"/>	<input type="checkbox"/>
Sambutan Direksi Message from the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>
Tentang Laporan Ini About This Report	<input type="checkbox"/>	<input type="checkbox"/>
Kinerja Keberlanjutan 2017 Sustainability Performance 2017	<input type="checkbox"/>	<input type="checkbox"/>
Strategi Keberlanjutan ANTAM ANTAM Sustainability Strategy	<input type="checkbox"/>	<input type="checkbox"/>
Sekilas ANTAM About Us	<input type="checkbox"/>	<input type="checkbox"/>
Tata Kelola Berkelanjutan di ANTAM Sustainable Governance at ANTAM	<input type="checkbox"/>	<input type="checkbox"/>
Manfaat Ekonomi Berkelanjutan Sustainable Economic Benefits	<input type="checkbox"/>	<input type="checkbox"/>



Bagian Section	Apakah anda mengakses bagian ini? Did you access this section?	Apakah bagian ini bermanfaat/memuat informasi yang mencukupi? Is it useful/insightful?
Kinerja Kami Melestarikan Lingkungan Our Endeavor in Preserving the Environment	<input type="checkbox"/>	<input type="checkbox"/>
Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat Encouraging Active Role in Achieving Community Sustainability	<input type="checkbox"/>	<input type="checkbox"/>
Merekrut dan Mengembangkan Talenta Insan Antam Recruiting and Developing Talents of ANTAM's Employees	<input type="checkbox"/>	<input type="checkbox"/>
Pengelolaan Keselamatan Pertambangan Berkelanjutan Sustainable Mining Safety Management	<input type="checkbox"/>	<input type="checkbox"/>

Material aspek apa yang menurut Anda paling informatif dan bermanfaat?

Which of our most material aspect did you find informative or useful?

Aspek Keberlanjutan Material Material Sustainability Aspects	Apakah data dan informasi yang disajikan cukup untuk kebutuhan informasi Anda? Is data and information presented sufficient for you?		
	Terlalu Banyak Too Much	Mencukupi Sufficient	Terlalu Sedikit Too Little
Cadangan Langsung Reserve & Resource			
Kesehatan & Keselamatan Kerja Occupational Health & Safety			
Masyarakat Setempat Local Community			
Emisi Emission			
Limbah & Efluen Waste & Effluent			
Reklamasi Reclamation			
Air Water			
Ketenagakerjaan Employment			
Kepatuhan Compliance			
Kinerja Ekonomi Economic Performance			
Isu Pembentukan Holding Holding Issues			
Anti Korupsi Anti-Corruption			
Keanekaragaman Hayati Biodiversity			
Konsumsi Energi Energy Consumption			
Dampak Ekonomi Tidak Langsung Indirect Economic Impact			

Does the report address your main concerns about our sustainability performance?

Please elaborate:

How could we improve this report in the future?

DAFTAR ISTILAH

GLOSSARY

AFDP	ANTAM Functional Development Program
AGDP	ANTAM General Development Program
ALDP	ANTAM Leadership Development Program
ANDAL	Analisis Mengenai Dampak Lingkungan Analysis on Environmental Impact
CSI	Indeks Kepuasan Masyarakat Community Satisfaction Index
CSR	Tanggung Jawab Sosial Perusahaan Corporate Social Responsibility
DMA	Disclosure on Management Approach
dmt	Dry Metric Tonnes
FGD	Focus Group Discussion
GCG	Good Corporate Governance
GRI	Global Reporting Initiative
GRK GHG	Gas Rumah Kaca Greenhouse
Gas IPAL WWTP	Instalasi Pengolahan Air Limbah Waste Water Treatment Plant
IPCC	Intergovernmental Panel on Climate Change
JPT	Jaminan Pascatambang
K₃ OHS	Keselamatan dan Kesehatan Kerja Occupational Health and Safety
MMSD	Mining and Metal Sector Disclosure
PKB CLA	Perjanjian Kerja Bersama Collective Labor Agreement
PKBL	Program Kemitraan dan Bina Lingkungan Partnership and Community Stewardship Program
RPT	Rencana Penutupan Tambang Mine Closure Plan
SASB	Sustainability Accounting Standards Board
SDGs	Sustainable Development Goals
SMK₃	Sistem Manajemen Keselamatan Kerja
SRG	Sustainability Reporting Guidelines
Slag	Limbah hasil pemisahan logam dari bijihnya melalui proses pyrometallurgy menggunakan panas By product of the separation of metal from its ore through pyrometallurgical process
Tailing	Lumpur sisa pelindian dari proses hydrometallurgy dengan media air Sludge leaching of hydrometallurgy process with water media
UBP	Unit Bisnis Pertambangan
UBPN	Unit Bisnis Pertambangan Nikel
UBPP LM	Unit Bisnis Pengolahan dan Pemurnian Logam Mulia
wmt	Wet Metric Tonnes



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2017

Laporan Keberlanjutan
Sustainability Report

SINERGI DALAM PERTUMBUHAN DAN KEBERLANJUTAN

Synergize in Growth and Sustainability



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